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October 9, 2009

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CONFIDENTIAL

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TO: SUPERVISOR DON KNABE, Chairman
SUPERVISOR GLORIA MOLINA
SUPERVISOR MARK RIDLEY-THOMAS
SUPERVISOR ZEV YAROSLAVSKY
SUPERVISOR MICHAEL D. ANTONOVICH

FROM: ROBERT E. KALUNIAN
Acting County Counsel

RE: **Report on Probation Department Return-To-Work Effort**

On September 8, 2009, on motion by Supervisor Molina, your Board directed the Chief Executive Office County Risk Manager to report back on the Probation Department's return-to-work efforts. Enclosed is the report prepared by the Chief Executive Office's Workers' Compensation Program in the Risk Management Branch in consultation with our office, in response to your Board's direction.

If you have questions concerning this matter, please contact me, Assistant County Counsel Manuel A. Valenzuela, Jr. at (213) 974-1926, or Principal Deputy County Counsel Stephen R. Morris at (213) 974-1957.

REK:SRM:jb

Enclosure

c: William T Fujioka
Chief Executive Officer

Sachi A. Hamai, Executive Officer
Board of Supervisors



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WILLIAM T FUJIOKA
Chief Executive Officer

CONFIDENTIAL

October 8, 2009

To: Supervisor Don Knabe, Chairman
Supervisor Gloria Molina
Supervisor Mark Ridley-Thomas
Supervisor Zev Yaroslavsky
Supervisor Michael D. Antonovich

From: William T Fujioka
Chief Executive Officer

Board of Supervisors
GLORIA MOLINA
First District

MARK RIDLEY-THOMAS
Second District

ZEV YAROSLAVSKY
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

PROBATION DEPARTMENT RETURN-TO-WORK EFFORT

On September 8, 2009, on motion of Supervisor Molina, your Board instructed the Chief Executive Office (CEO) County Risk Manager to report back in 30 days on the following items:

1. Evaluate the effectiveness of the Probation Department's (Probation) existing Return-to-Work (RTW) effort, including the changes proposed in the Drennan Cannon case's Corrective Action Plan (CAP). This review shall include an assessment of the existing departmental RTW processes, staffing qualifications/training, and a review of 10 percent of the existing inventory of open RTW cases to evaluate if the current caseload is being managed in accordance to current standards;
2. Provide an inventory of the open RTW cases within Probation to determine if the County has complied with the Drennan Cannon CAP and all Fair Employment and Housing Act (FEHA) and Americans with Disabilities Amendment Act (ADAA) requirements;
3. Develop an audit/assessment process based on the review so that the CEO, Auditor-Controller, and Department of Human Resources (DHR) can conduct a similar exercise at other departments, as needed; and
4. Provide a proactive strategy in addressing the increase in disability discrimination claims in all County departments.

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In light of the existence of pending litigation, we consulted County Counsel and prepared this report under its guidance.

Background

Since April of 2008, Probation submitted four CAPs resulting from lawsuits alleging disability discrimination in violation of FEHA. Such alleged disability discrimination resulted from acts or failures to act in 2005 through 2007. Probation committed to the following corrective actions:

- Probation will develop and implement a policy that ensures RTW staff functions in accordance with CEO RTW Unit guidelines.
- Probation will ensure RTW Unit, both existing and future staff, complete the CEO RTW Unit eight-week training program.
- Probation RTW Unit will work with Probation IT to develop and implement a RTW Unit Long-Term Absence database to better track employees that are absent or on a work hardening agreement.
- The RTW coordinators and/or office head will conduct periodic quality reviews (quarterly at a minimum) of the RTW Unit Long-Term Absence site open/active cases in the database to ensure compliance with the policy.

Purpose/Methodology

The purpose of this review is to assess Probation's existing RTW program's policies and procedures, assess a stratified sample of Probation's RTW/disability management files to determine if they demonstrated the thoroughness required to defend a disability discrimination claim, develop an assessment tool that could be used by Probation and other County departments to evaluate the quality of RTW/disability management files, and provide recommendations to assist Probation comply with FEHA and Americans with Disabilities Amendment Act (ADAA) requirements.

On September 16, 2009, Probation provided the CEO Risk Management Branch (RMB) an inventory of 440 open RTW cases (attached). As directed, RMB selected a sample of 44 RTW files, or ten percent of the open case inventory, to review. A stratified sampling was used to select the RTW files. In addition, RMB developed a two-phase assessment tool. The Phase I Assessment Tool (attached) used eight factors to evaluate whether Probation maintains policies and procedures that outline effective disability management practices and if the department promotes such practices. A Phase II Assessment Tool (attached) was used by CEO and DHR staff to review Probation's RTW files for communication, documentation, and timeliness. Overall, the Phase II Assessment Tool used 20 factors to evaluate Probation's RTW files.

It is important to note the scope of the Phase II assessment was limited to a review of Probation's RTW files and applied strict scoring confined to the information contained therein.

Findings of Phase I and Staffing Assessments

Probation utilizes the Employment Guidelines for the Reasonable Accommodation Process established by the Office of Affirmative Action Compliance (OAAC) as a component of the reasonable accommodation process. Probation uses the CEO's RTW guidelines to facilitate placing injured or ill employees in temporary or permanent modified or alternate positions. Probation has made those guidelines available on their intranet site. In addition, Probation indicated ongoing training is provided to managers and supervisors upon request and through their Human Resources Forums.

At the request of CEO RMB, Probation provided the qualification/training of nine Return-to-Work Coordinators (RTWC). The average Probation RTWC has approximately three years of experience performing RTW functions, and seven of the RTWCs have completed the CEO RTW 101 training program. All eight of the available RTWCs responded that they are familiar with the Employment Guidelines for the Reasonable Accommodation Process and have reviewed the CEO RTW guidelines and timeline.

Recommendation

1. **Probation should continue to utilize guidelines developed by OAAC and CEO and maintain ongoing training efforts.**

Findings of Phase II Assessment

CEO RMB's review disclosed a number of areas in Probation's RTW file management that need improvement. The Phase II overall score was 25.36 percent (scoring attached). In general, CEO RMB staff believes these findings indicate the County would face challenges defending FEHA/ADAA allegations based solely on work documented in Probation's RTW files. We specifically noted the following:

- **Initial communication** – 34 of 44 (77.27%) of the RTW files reviewed indicate communication was made with the employee within the first week from the date of injury.
- **Continued communication** – 5 of 35 (14.29%) of applicable RTW files reviewed demonstrated continued contact with the employee and employee's supervisor to address obstacles preventing the employee from returning to work.

- **Long-term action plan** – 4 of 40 (10%) of applicable RTW files reviewed maintained ongoing communication and a long-term action plan.
- **Documentation exploring reasonable accommodations** – 9 of 38 (23.68%) of applicable RTW files reviewed contained documentation related to the department's attempt to explore reasonable accommodations.
- **Documentation of all interactive process meetings and their outcomes** – 9 of 33 (27.27%) of applicable RTW files reviewed contained documentation of all interactive process meetings and their outcomes.
- **Timely communication offering or scheduling an interactive process meeting** – 5 of 42 (11.9%) of applicable RTW files reviewed reflect timely communication offering or scheduling an interactive process meeting.

These findings, while not conclusive in determining the effectiveness of a RTW program, suggest Probation needs to strengthen the oversight and maintenance of their RTW files.

Recommendations

Probation management:

1. **Establish a quality control plan to assure RTW files demonstrate effective communication, documentation, and timeliness.**
2. **Maintain a schedule for RTW supervisors to periodically monitor and assess the quality of RTW file management.**
3. **Require RTWCs to adhere to a diary system that ensures RTW files are periodically reviewed and documented.**
4. **Require RTWCs to establish a plan of action on each and every RTW file where the employee is unable to return to their usual and customary position for more than 12 weeks.**
5. **Develop methods for identifying and preventing deficiencies in the quality of the RTW process before the level of performance leads to litigation.**

Summary

The result of the Phase II Assessment highlighted the need for County departments to closely monitor RTW processes and file maintenance. Such an effort should be performed with the intent to reduce exposure to certain employment practice lawsuits and ensure compliance with Federal and State anti-discrimination laws. Therefore, the CEO will request the Legal Exposure Reduction Committee (Employment Practices Sub-Committee) and departments' RTW Programs to use assessment tools, similar to those used in this review, to improve Countywide RTW processes and compliance efforts.

CEO RMB staff reviewed the report with Probation management, and they concur with our findings and will implement our recommendations. Probation is establishing a process of regular outreach to each RTW client at least every two weeks, or as applicable, depending on the unique aspects of each employee's circumstance, and to document within case files the substantive content of each telephone and/or email conversation. These calls will be based on, but not limited to, the need to provide for the interactive assessment of each employee-client's disability recovery status, viability of the employee for a work-hardening assignment, timeliness of medical certification of ongoing temporary total disability status, and to ensure the general well-being of the employee to keep him/her linked with the workplace as their recovery proceeds. Probation will continue to utilize CEO RTW training opportunities and resources.

The CEO is thankful to Probation management and staff for their cooperation and assistance during this review.

If you have any questions, please call me or your staff may contact Rocky A. Armfield, County Risk Manager, at (213) 351-5346.

WTF:ES

RAA:CA:AR:sg

c: County Counsel
Probation Department

TO: COUNTY COUNSEL

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**FAIR EMPLOYMENT HOUSING ACT/AMERICANS WITH DISABILITIES AMENDMENT ACT
RETURN-TO-WORK ASSESSMENT
PHASE I**

DEPARTMENT NAME: _____

DATE: _____

EVALUATOR: _____

| | ASSESSMENT | YES | NO | N/A | COMMENTS/RECOMMENDATIONS |
|----|---|-----|----|-----|--------------------------|
| 1. | Does the Department have a written departmental policy outlining its commitment to a disability management/return-to-work program? | | | | |
| 2. | Does the Department adequately communicate departmental policy on the disability management/return-to-work program to all employees? | | | | |
| 3. | Does the Department have written policies and procedures to facilitate the return-to-work of injured or ill employees to temporary modified or alternate positions? | | | | |
| 4. | Does the Department have written policies and procedures to facilitate the return-to-work of injured or ill employees to permanent modified or alternate positions? | | | | |

FEHA/ADAA Return-to-Work Assessment
Phase I
Page 2

| ASSESSMENT | YES | NO | N/A | COMMENTS/RECOMMENDATIONS |
|--|--------|------|-----|--------------------------|
| 5. Does the Department have written policies and procedures describing how reasonable accommodation requests are identified and addressed? | | | | |
| 6. Does the Department have a Reasonable Accommodation Coordinator or Americans with Disabilities Act Coordinator? | | | | |
| 7. Does the Department have written policies and procedures outlining the responsibility to maintain timely and ongoing good faith interactive meetings with employees requiring accommodations due to disabilities? | | | | |
| 8. Does the Department have written policies and procedures describing how to monitor and manage disability cases? | | | | |
| 9. Are the action timelines described in the policies and procedures? | | | | |
| 10. Does the Department use a manual or automated disability management system? | Manual | Auto | | |

Additional
Comments: _____

TO: COUNTY COUNSEL

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**FAIR EMPLOYMENT HOUSING ACT/AMERICANS WITH DISABILITIES AMENDMENT ACT
RETURN-TO-WORK ASSESSMENT TOOL
RETURN-TO-WORK FILE EVALUATION
PHASE II**

DEPARTMENT NAME: _____

DATE: _____

EMPLOYEE NAME: _____

EMPLOYEE NO.: _____

EVALUATOR NAME: _____

| No. | COMMUNICATION | YES | NO | N/A | COMMENTS/RECOMMENDATIONS |
|-----|--|-----|----|-----|--------------------------|
| 1. | Does the return-to-work (RTW) file reflect communication was made with the employee within the first week from the date of injury/illness and the employee was provided the return-to-work packet? | | | | |
| 2. | Does the return-to-work file reflect (at approximately the 30 th day of disability) contact was made with the employee? | | | | |
| 3. | Does the return-to-work file reflect (at approximately the 30 th day of disability) work restriction status was gathered from appropriate sources (physician, nurse case manager, workers' compensation third party administrator, etc.)? | | | | |
| 4. | If a work restriction was provided, was a light duty transitional assignment explored? | | | | |

FEHA/ADAA Return-to-Work Assessment
Phase II
Page 2

| No. | COMMUNICATION | YES | NO | N/A | COMMENTS/RECOMMENDATIONS |
|-----|--|-----|----|-----|--------------------------|
| 5. | Does the return-to-work file reflect (at approximately the 70 th day of disability) steps were taken to prepare for the interactive process meeting? Those steps include verifying the status of employee's disability status (P&S, TD, TPD, work restrictions, etc.), medical certification, employee's skills inventory, available work options, and communicating with the employee to determine reasonable accommodation needs. | | | | |
| 6. | Does the return-to-work file reflect (at approximately the 84 th day of disability) a good faith interactive process meeting has taken place or been scheduled? | | | | |
| 7. | Does the return-to-work file reflect (at approximately the 180 th day of disability) continued contact with the employee and supervisor to address obstacles preventing the employee from returning to work? | | | | |
| 8. | Does the return-to-work file reflect ongoing communication, intended to explore reasonable accommodations is maintained with the employee and a long-term action plan is developed? | | | | |
| 9. | This reviewed return-to-work file relates to an employee having been on disability leave since _____ (date). | | | | |
| 10. | This reviewed return-to-work file reflects the department documented _____ communications (or attempted communications) with the employee. | | | | |

FEHHA/ADAA Return-to-Work Assessment
Phase II
Page 3

| No. | DOCUMENTATION | YES | NO | N/A | COMMENTS/RECOMMENDATIONS |
|-----|--|-----|----|-----|--------------------------|
| 1. | Does the return-to-work file contain documentation demonstrating the Department's attempt to obtain useful temporary work restrictions? | | | | |
| 2. | Does the return-to-work file contain documentation such as letters, memos, etc., to the employee requesting the exploration of a transitional work assignment? | | | | |
| 3. | Does the return-to-work file contain documentation demonstrating the department's attempt to obtain useful permanent work restrictions? | | | | |
| 4. | Does the return-to-work file contain documentation demonstrating the department's attempt to explore reasonable accommodations? | | | | |
| 5. | Does the return-to-work file contain documentation demonstrating the department's request to hold an interactive process meeting? | | | | |
| 6. | Does the return-to-work file contain documentation of all interactive process meetings and their outcomes? | | | | |

FEHHA/ADAA Return-to-Work Assessment
Phase II
Page 4

| No. | TIMELINESS | YES | NO | N/A | COMMENTS/RECOMMENDATIONS |
|-----|---|-----|----|-----|--------------------------|
| 1. | Does the return-to-work file reflect a timely attempt to find temporary modified or alternative work positions (transitional work assignment)? | | | | |
| 2. | Does the return-to-work file reflect timely communication with the treating physician or workers' compensation third party administrator to establish meaningful work restrictions? | | | | |
| 3. | Does the return-to-work file reflect reasonable accommodation issues are addressed in a timely manner? | | | | |
| 4. | Does the return-to-work file reflect preparation for the interactive process meeting is timely? | | | | |
| 5. | Does the return-to-work file reflect timely communication offering or scheduling an interactive process meeting? | | | | |
| 6. | Does the return-to-work file demonstrate ongoing good faith efforts to address reasonable accommodations are ongoing and timely? | | | | |

WHAT TO LOOK FOR IN RETURN-TO-WORK FILES

- If Workers' Compensation cases, report of accident, DWC-1, 5020, job description, copies of all forms sent to TPA.
- File notes – regarding phone conversations with employee, supervisor, TPA adjuster, other TPAs such as Sedgwick (STD, LTD), counsel, supervisor, LACERA, etc. – anything that relates to what has occurred.
- Medical certifications – from personal physicians or information directly from TPA.
- Correspondence to and from the employee- letters, emails, etc.
- Weekly telephone call verification sheet (in a perfect world).
- Work Hardening Agreement if applicable.
- Work restrictions – temporary or permanent.
- Plan of Action.
- Copy of TPA file review notes (if one was completed).

RETURN-TO-WORK ASSESSMENT PROBATION DEPARTMENT

ATTACHMENT III

| RTW FILE | COMMUNICATION FACTORS | | | | | | | | Y | N | TOTAL |
|----------|-----------------------|----|----|-----|-----|-----|-----|-----|---|---|--------|
| | #1 | #2 | #3 | #4 | #5 | #6 | #7 | #8 | | | |
| 1 | Y | N | N | N | N | N | N | N | 1 | 7 | 12.50% |
| 2 | N | N | N | N/A | N | N | N | N | 0 | 6 | 0.00% |
| 3 | Y | Y | N | N | N | N | N/A | N | 2 | 5 | 28.57% |
| 4 | Y | N | N | N/A | N | N | Y | N/A | 2 | 4 | 33.33% |
| 5 | Y | Y | N | N | N | N | N/A | N | 2 | 5 | 28.57% |
| 6 | Y | Y | Y | N | N | N | N | N | 3 | 5 | 37.50% |
| 7 | Y | N | Y | Y | Y | N | N | N | 4 | 4 | 50.00% |
| 8 | Y | Y | N | N | Y | N | Y | N/A | 4 | 3 | 57.14% |
| 9 | Y | Y | Y | N | N | N | N | N | 3 | 5 | 37.50% |
| 10 | N | N | N | N | N | N | N | N | 0 | 7 | 0.00% |
| 11 | Y | Y | Y | N | Y | Y | N | N | 5 | 3 | 62.50% |
| 12 | Y | N | N | N/A | N/A | Y | Y | Y | 4 | 2 | 66.67% |
| 13 | N | N | N | N/A | N | N | N | N | 0 | 6 | 0.00% |
| 14 | Y | N | Y | N/A | N | N | N | N | 2 | 5 | 28.57% |
| 15 | N | N | Y | Y | Y | Y | Y | N | 5 | 2 | 71.43% |
| 16 | Y | N | N | N/A | N/A | N/A | N/A | N | 1 | 3 | 25.00% |
| 17 | Y | Y | N | N/A | N | N | N | N | 2 | 5 | 28.57% |
| 18 | Y | N | N | N/A | N | N | N | N | 1 | 6 | 14.29% |
| 19 | Y | N | N | N/A | N | N | N | N | 1 | 6 | 14.29% |
| 20 | N | Y | N | N | N | N | N | N | 1 | 6 | 14.29% |
| 21 | N | N | N | N | N | N | N | N | 0 | 7 | 0.00% |
| 22 | Y | N | Y | Y | N | N | N | Y | 4 | 4 | 50.00% |
| 23 | Y | Y | N | N/A | N | N | N | N | 2 | 5 | 28.57% |
| 24 | Y | N | N | N/A | N | N | N | N | 1 | 6 | 14.29% |
| 25 | Y | Y | N | Y | N | N | N | N | 3 | 5 | 37.50% |
| 26 | Y | N | N | N/A | N | N | N | N | 1 | 6 | 14.29% |
| 27 | N | N | N | Y | N | N | N/A | N | 1 | 5 | 16.67% |
| 28 | Y | N | N | N/A | Y | N | N | Y | 3 | 4 | 42.86% |
| 29 | Y | N | N | N | N | N | N | N | 1 | 7 | 12.50% |
| 30 | Y | Y | N | N/A | N | N | N/A | N | 2 | 4 | 33.33% |
| 31 | Y | N | N | Y | N | N | N | N | 2 | 6 | 25.00% |
| 32 | Y | Y | N | N/A | N/A | N/A | N/A | N/A | 2 | 1 | 66.67% |
| 33 | Y | Y | Y | N | Y | N | N | N | 4 | 4 | 50.00% |
| 34 | Y | Y | Y | N | N | N | N | N | 3 | 5 | 37.50% |

RETURN-TO-WORK ASSESSMENT PROBATION DEPARTMENT

ATTACHMENT III

| RTW FILE | COMMUNICATION FACTORS | | | | | | | | | | TOTAL |
|----------------|-----------------------|--------|--------|-------------------------------|--------|--------|--------|--------|--------|---|--------|
| | #1 | #2 | #3 | #4 | #5 | #6 | #7 | #8 | Y | N | |
| 35 | Y | N | N | Y | N | N | N | N | 2 | 6 | 25.00% |
| 36 | Y | N | N | N/A | N | N | N/A | N | 1 | 5 | 16.67% |
| 37 | Y | N | N | N/A | N | N | N | N | 1 | 6 | 14.29% |
| 38 | N | Y | N | Y | N | Y | N | N | 3 | 4 | 42.86% |
| 39 | N | Y | N | N/A | N | N | N | N | 1 | 5 | 16.67% |
| 40 | Y | N | Y | N/A | Y | N | N/A | N/A | 3 | 2 | 60.00% |
| 41 | Y | Y | N | N/A | N | N/A | N/A | Y | 3 | 2 | 60.00% |
| 42 | Y | Y | Y | N | N | Y | N | N | 4 | 4 | 50.00% |
| 43 | Y | Y | Y | Y | Y | N | Y | N | 6 | 2 | 75.00% |
| 44 | N | Y | Y | Y | N | N | N | N | 3 | 4 | 42.86% |
| | | | | | | | | | | | |
| | Y | 34 | 20 | 13 | 10 | 8 | 5 | 4 | | | 99 |
| | N | 10 | 24 | 31 | 14 | 33 | 36 | 36 | | | 214 |
| | | | | | | | | | | | |
| SCORE | 77.27% | 45.45% | 29.55% | 41.67% | 19.51% | 12.20% | 14.29% | 10.00% | | | 31.63% |
| | | | | | | | | | | | |
| N/A = 0 | | | | | | | | | | | |
| Y = 1 (D + N) | | | | | | | | | | | |
| N = 1 (D Only) | | | | | | | | | | | |
| | | | | COMBINED SCORE (ALL FACTORS): | | | | 196 | 25.36% | | |
| | | | | | | | | 773 | | | |

ATTACHMENT IV

| RTW FILE | DOCUMENTATION FACTORS | | | | | | | | |
|----------|-----------------------|-----|-----|-----|-----|-----|---|---|---------|
| | #1 | #2 | #3 | #4 | #5 | #6 | Y | N | TOTAL |
| 1 | Y | N | N | N | Y | Y | | 3 | 50.00% |
| 2 | N | Y | N/A | N | N | N | | 1 | 20.00% |
| 3 | N | N | N | N | Y | N/A | | 1 | 20.00% |
| 4 | N | N | N | N | N | Y | | 1 | 16.67% |
| 5 | N | N | N | N | N | N | | 0 | 0.00% |
| 6 | N | N | N/A | N | N | N | | 0 | 0.00% |
| 7 | N | N | N | Y | N | N | | 1 | 16.67% |
| 8 | N | N | N | N | N | N/A | | 0 | 0.00% |
| 9 | N | Y | N | N | N | Y | | 2 | 33.33% |
| 10 | Y | N | N | N | N | N | | 1 | 16.67% |
| 11 | Y | N | N | N | Y | N | | 2 | 33.33% |
| 12 | N | N | N | N/A | N | Y | | 1 | 20.00% |
| 13 | N | N | N/A | N | N | N/A | | 0 | 0.00% |
| 14 | N | N | N | N | N | N/A | | 0 | 0.00% |
| 15 | Y | Y | N/A | N | N | N | | 2 | 40.00% |
| 16 | N | N | N | N | N | N | | 0 | 0.00% |
| 17 | N | N | N | N | N | N | | 0 | 0.00% |
| 18 | N | N | N/A | N/A | N | Y | | 1 | 25.00% |
| 19 | N | N | N | N | N | N/A | | 0 | 0.00% |
| 20 | N | N | N/A | N | N | N | | 0 | 0.00% |
| 21 | Y | Y | N/A | Y | Y | N | | 4 | 80.00% |
| 22 | Y | Y | Y | Y | Y | Y | | 6 | 100.00% |
| 23 | N | N | N | N | Y | N | | 1 | 16.67% |
| 24 | N | N | N/A | N | N | N | | 0 | 0.00% |
| 25 | N | Y | N | N | N | N | | 1 | 16.67% |
| 26 | N | N | N/A | N | N | N/A | | 0 | 0.00% |
| 27 | N | N | N/A | N/A | N | N | | 0 | 0.00% |
| 28 | Y | Y | Y | Y | Y | N/A | | 5 | 100.00% |
| 29 | N | N | N/A | Y | N | N | | 1 | 20.00% |
| 30 | N | N | N/A | N/A | N | N | | 0 | 0.00% |
| 31 | N | N | N | N | N | N | | 0 | 0.00% |
| 32 | N/A | N/A | N/A | N/A | N/A | N/A | | 0 | #DIV/0! |
| 33 | N | N | N | N | N | N | | 0 | 0.00% |
| 34 | N | N | N | N | Y | Y | | 2 | 33.33% |

ATTACHMENT IV


| RTW FILE | DOCUMENTATION FACTORS | | | | | | | | TOTAL |
|----------------|-----------------------|--------|-------|--------|--------|--------|---|---|--------|
| | #1 | #2 | #3 | #4 | #5 | #6 | Y | N | |
| 35 | Y | Y | N/A | N | N | N | 2 | 3 | 40.00% |
| 36 | N | N | N/A | N/A | N | N/A | 0 | 3 | 0.00% |
| 37 | N | N | N/A | N | Y | N/A | 1 | 3 | 25.00% |
| 38 | Y | Y | N/A | N | N | N | 2 | 3 | 40.00% |
| 39 | N | N | N | N | N | N/A | 0 | 5 | 0.00% |
| 40 | Y | Y | N | Y | N | N | 3 | 3 | 50.00% |
| 41 | N | N | N/A | N | Y | Y | 2 | 3 | 40.00% |
| 42 | N | N | N | Y | N | Y | 2 | 4 | 33.33% |
| 43 | Y | Y | N/A | Y | N | N | 3 | 2 | 60.00% |
| 44 | N | Y | N/A | Y | Y | N | 3 | 2 | 60.00% |
| | Y | 11 | 2 | 9 | 11 | 9 | | | 54 |
| | N | 32 | 22 | 29 | 32 | 24 | | | 170 |
| SCORE | 25.58% | 27.91% | 8.33% | 23.68% | 25.58% | 27.27% | | | 24.11% |
| N/A = 0 | | | | | | | | | |
| Y = 1 (D + N) | | | | | | | | | |
| N = 1 (D Only) | | | | | | | | | |

ATTACHMENT V


| RTW FILE | TIMELINESS FACTORS | | | | | | | | TOTAL |
|----------|--------------------|-----|-----|-----|-----|-----|---|---|---------|
| | #1 | #2 | #3 | #4 | #5 | #6 | Y | N | |
| 1 | N | N | N | N | N | N | 0 | 6 | 0.00% |
| 2 | N | N | N | N | N | N | 0 | 6 | 0.00% |
| 3 | N | N | Y | N | Y | N | 2 | 4 | 33.33% |
| 4 | N | N | N/A | N | N | N/A | 0 | 4 | 0.00% |
| 5 | N | N | N | N | N | N | 0 | 6 | 0.00% |
| 6 | Y | N | Y | N | N | N | 2 | 4 | 33.33% |
| 7 | N | N | Y | N | N | N | 1 | 5 | 16.67% |
| 8 | N | N | N/A | N | N | N | 0 | 5 | 0.00% |
| 9 | N | N | N | N | N | N | 0 | 6 | 0.00% |
| 10 | N | N | N | N | N | N | 0 | 6 | 0.00% |
| 11 | Y | Y | N | N | N | Y | 3 | 3 | 50.00% |
| 12 | N | N | N/A | N | N | N | 0 | 5 | 0.00% |
| 13 | N | N | N/A | N | N | N | 0 | 5 | 0.00% |
| 14 | N | N | N/A | N | N | N | 0 | 5 | 0.00% |
| 15 | Y | Y | N | N | N | Y | 3 | 3 | 50.00% |
| 16 | N | N | N | N | N/A | N | 0 | 5 | 0.00% |
| 17 | N | N | N/A | N | N | N/A | 0 | 4 | 0.00% |
| 18 | N | N | N | N | N | N/A | 0 | 5 | 0.00% |
| 19 | N | N | N | N | N | N | 0 | 6 | 0.00% |
| 20 | N | N | N | N | N | N | 0 | 6 | 0.00% |
| 21 | N | N | N | N | N | N | 0 | 6 | 0.00% |
| 22 | Y | Y | N | N | N | Y | 3 | 3 | 50.00% |
| 23 | N | N | Y | N | Y | Y | 3 | 3 | 50.00% |
| 24 | N | N | N | N | N | N | 0 | 6 | 0.00% |
| 25 | Y | N | N | N | N | N | 1 | 5 | 16.67% |
| 26 | N | N | N | N | N | N | 0 | 6 | 0.00% |
| 27 | Y | Y | Y | N/A | N | N/A | 3 | 1 | 75.00% |
| 28 | N/A | Y | N/A | Y | Y | N/A | 3 | 0 | 100.00% |
| 29 | N | N | N | N | N | N | 0 | 6 | 0.00% |
| 30 | N/A | N | N/A | N | N | N | 0 | 4 | 0.00% |
| 31 | Y | N | N | N | N | N | 1 | 5 | 16.67% |
| 32 | N/A | N/A | N/A | N/A | N/A | N/A | 0 | 0 | #DIV/0! |
| 33 | N | N | N | N | N | N | 0 | 6 | 0.00% |
| 34 | N | N | N | Y | N | N | 1 | 5 | 16.67% |

| RTW FILE | TIMELINESS FACTORS | | | | | | | | |
|----------------|--------------------|--------|--------|-------|--------|--------|---|---|--------|
| | #1 | #2 | #3 | #4 | #5 | #6 | Y | N | TOTAL |
| 35 | Y | Y | N | N | N | N | 2 | 4 | 33.33% |
| 36 | N | N | N/A | N/A | N | N/A | 0 | 3 | 0.00% |
| 37 | N | N | N | N | Y | N | 1 | 5 | 16.67% |
| 38 | Y | Y | N/A | N | N | N | 2 | 3 | 40.00% |
| 39 | N | N | N/A | N | N | N | 0 | 5 | 0.00% |
| 40 | N | N | N | N | N | N | 0 | 6 | 0.00% |
| 41 | Y | N | Y | Y | Y | Y | 5 | 1 | 83.33% |
| 42 | N | Y | N | N | N | N | 1 | 5 | 16.67% |
| 43 | Y | N | Y | N | N | N | 2 | 4 | 33.33% |
| 44 | Y | Y | Y | Y | N | N | 4 | 2 | 66.67% |
| | 12 | 9 | 8 | 4 | 5 | 5 | | | 43 |
| | 29 | 34 | 24 | 37 | 37 | 32 | | | 193 |
| SCORE | 29.27% | 20.93% | 25.00% | 9.76% | 11.90% | 13.51% | | | 18.22% |
| N/A = 0 | | | | | | | | | |
| Y = 1 (D + N) | | | | | | | | | |
| N = 1 (D Only) | | | | | | | | | |


ATTACHMENT VI

|  Employee Job Title | | Leave Type/Code | | | Leave Start Date | Expiration Of Med Cert. | Estimated RTW Date | Actual RTW Date | Retirement Plan | Days on Leave | Under/Over 6 months/180 days | Years on Leave |
|---|---------|-----------------|---|---|------------------|-------------------------|--------------------|-----------------|-----------------|---------------|------------------------------|----------------|
| Medical I.A. | | | | | | | | | | | | |
| Deputy Probation Officer II | I.A. | Medical | 1 | | 02/02/09 | 10/12/09 | 10/12/09 | | D | 209 | Over | 0.58 |
| Deputy Probation Officer II | I.A. | Medical | | 1 | 07/14/00 | 09/29/09 | 09/29/09 | | E | 3287 | Over | 9.13 |
| Deputy Probation Officer II | I.A. | Medical | 1 | | 02/29/08 | 02/09/10 | 02/09/10 | | D | 540 | Over | 1.50 |
| Inv Aid Prob | I.A. | Medical | 1 | | 04/01/09 | 10/01/09 | 10/01/09 | | D | 150 | Under | 0.42 |
| | | | 3 | 1 | | | | | | | | |
| Deputy Probation Officer II | I.A. | Medical | 1 | | 08/31/07 | 09/08/09 | 09/08/09 | | E | 720 | Over | 2.00 |
| Deputy Probation Officer II | I.A. | Medical | 1 | | 08/22/07 | 10/30/09 | 10/30/09 | | E | 729 | Over | 2.03 |
| Deputy Probation Officer II | I.A. | Medical | | 1 | 08/24/09 | 09/15/09 | 09/01/09 | 09/01/09 | E | 7 | Under | 0.02 |
| Deputy Probation Officer II | I.A. | Medical | | 1 | 05/21/03 | 11/01/09 | 11/01/09 | | D | 2260 | Over | 6.28 |
| Inv Aid Prob | I.A. | Medical | 1 | | 01/01/03 | 08/21/09 | 08/21/09 | | D | 2400 | Over | 6.67 |
| Deputy Probation Officer II | I.A. | Medical | | 1 | 01/03/03 | P&S | P&S | | D | 2398 | Over | 6.66 |
| Deputy Probation Officer II | Medical | Medical | 1 | | 07/15/09 | 09/14/09 | 09/14/09 | 09/14/09 | D | 46 | Under | 0.13 |
| Deputy Probation Officer II | Medical | Medical | 1 | | 05/11/09 | 08/10/09 | 08/10/09 | | D | 110 | Under | 0.31 |
| Investigator, Pretial | I.A. | Medical | | 1 | 04/25/07 | 08/13/09 | 08/13/09 | | E | 846 | Over | 2.35 |
| Deputy Probation Officer II | Medical | Medical | 1 | | 09/28/05 | 10/03/09 | 10/03/09 | | D | 1413 | Over | 3.93 |
| Inv Aid Prob | Medical | Medical | 1 | | 03/06/08 | 07/31/09 | 07/31/09 | | E | 535 | Over | 1.49 |
| Intermediate Clerk | I.A. | Medical | | | 07/15/08 | 07/03/09 | 07/03/09 | | D | 406 | Over | 1.13 |
| Inv Aid Prob | Medical | Medical | | | 09/18/08 | 09/17/09 | 09/17/09 | 12/08/08 | D | 343 | Over | 0.95 |
| Deputy Probation Officer II | I.A. | Medical | | 1 | 07/21/06 | 05/26/09 | 05/26/09 | | E | 1120 | Over | 3.11 |
| Deputy Probation Officer II | I.A. | Medical | | 1 | 06/26/09 | 09/11/09 | 09/11/09 | 09/01/09 | D | 65 | Under | 0.18 |
| Probation Director | Medical | Medical | 1 | | 01/31/09 | 07/24/09 | 07/24/09 | | E | 210 | Over | 0.58 |
| Deputy Probation Officer II | Medical | Medical | 1 | | 04/15/09 | 07/31/09 | 07/31/09 | | D | 136 | Under | 0.38 |
| Inv Aid Prob | Medical | Medical | 1 | | 08/04/09 | 09/07/09 | 09/07/09 | | D | 27 | Under | 0.08 |
| Intermediate Typist Clerk | Medical | Medical | 1 | | 04/22/09 | 09/13/09 | 09/13/09 | 09/13/09 | D | 129 | Under | 0.36 |


ATTACHMENT VI

|  Employee Job Title | | Leave Type/Code | | | Leave Start Date | Expiration Of Med Cert. | Estimated RTW Date | Actual RTW Date | Retirement Plan | Days on Leave | Under/Over 6 months/180 days | Years on Leave |
|---|---------|-----------------|----|----------|------------------|-------------------------|--------------------|-----------------|-----------------|---------------|------------------------------|----------------|
| Supervising DPO | I.A. | | 1 | 01/14/09 | 09/23/09 | 09/24/09 | E | 227 | Over | 0.63 | | |
| Inv Aid Prob | I.A. | | 1 | 12/09/02 | P&S | P&S | E | 2422 | Over | 6.73 | | |
| Intermediate Clerk | Medical | | 1 | 07/13/09 | 01/17/11 | 01/17/11 | D | 48 | Under | 0.13 | | |
| Inv Pr/Svs Prob | Medical | | 1 | 07/03/09 | 09/11/09 | 09/11/09 | D | 58 | Under | 0.16 | | |
| Inv Aid Prob | Medical | | 1 | 02/13/09 | 09/10/09 | 09/10/09 | D | 198 | Over | 0.55 | | |
| Deputy Probation Officer I | Medical | | 1 | 02/24/09 | 09/07/09 | 09/07/09 | E | 187 | Over | 0.52 | | |
| Deputy Probation Officer II | Medical | | 1 | 07/21/09 | 09/07/09 | 09/07/09 | E | 40 | Under | 0.11 | | |
| Deputy Probation Officer II | Medical | | 1 | 11/14/08 | 09/27/09 | 09/27/09 | D | 287 | Over | 0.80 | | |
| Deputy Probation Officer II | Medical | | 1 | 12/05/07 | 06/06/10 | 06/06/10 | E | 626 | Over | 1.74 | | |
| Senior Typist Clerk | Medical | | 1 | 02/15/08 | 10/05/09 | 10/05/09 | E | 556 | Over | 1.54 | | |
| Inv Aid Prob | I.A. | | 1 | 05/26/09 | 09/23/09 | 09/23/09 | D | 95 | Under | 0.26 | | |
| Deputy Probation Officer II | Medical | | 1 | 07/01/09 | 09/20/09 | 09/20/09 | E | 60 | Under | 0.17 | | |
| Inv Aid Prob | Medical | | 1 | 12/31/08 | P&S | P&S | D | 240 | Over | 0.67 | | |
| Intermediate Typist Clerk | Medical | | 1 | 08/24/09 | 11/15/09 | 11/15/09 | D | 7 | Under | 0.02 | | |
| Inv Aid Prob | I.A. | | 1 | 04/16/06 | 09/10/09 | 09/10/09 | E | 1215 | Over | 3.38 | | |
| Intermediate Typist Clerk | Medical | | 1 | 09/09/08 | 01/03/11 | 01/03/11 | D | 352 | Over | 0.98 | | |
| Supv. Typist Clerk | Medical | | 1 | 10/20/08 | 09/14/09 | 09/14/09 | E | 311 | Over | 0.86 | | |
| Intermediate Typist Clerk | I.A. | | 1 | 05/12/09 | 06/18/09 | 06/18/09 | D | 109 | Under | 0.30 | | |
| Intermediate Typist Clerk | Medical | | 1 | 10/16/08 | 12/01/09 | 12/02/09 | D | 315 | Over | 0.88 | | |
| | | | 24 | | 13 | | | | | | | |
| Detention Services Officer | I.A. | | 1 | 02/17/02 | 10/8/09 | 10/08/09 | D | 2714 | Over | 7.54 | | |
| Senior Detention Services Officer I.A. | I.A. | | 1 | 07/15/09 | 09/31/09 | 09/31/09 | E | 46 | Under | 0.13 | | |
| Transportation Deputy | I.A. | | 1 | 05/06/09 | 09/01/09 | 09/01/09 | E | 115 | Under | 0.32 | | |
| Detention Services Officer | Medical | | 1 | 06/11/09 | 09/23/09 | 09/23/09 | D | 80 | Under | 0.22 | | |


ATTACHMENT VI

|  | | Employee Job Title | | Leave Type/Code | | | | Leave Start Date | Expiration Of Med Cert. | Estimated RTW Date | Actual RTW Date | Retirement Plan | Days on Leave | Under/Over 6 months/180 days | Years on Leave |
|--|---------|--------------------|--|-----------------|--|--|--|------------------|-------------------------|--------------------|-----------------|-----------------|---------------|------------------------------|----------------|
| Detention Services Officer | I.A. | | | | | | | 1 06/11/05 | 12/31/09 | 12/31/09 | | E | 1520 | Over | 4.22 |
| Group Supervisor Night | Medical | | | | | | | 07/01/03 | 07/01/03 | 07/01/03 | | E | 2220 | Over | 6.17 |
| Group Supervisor Night | I.A. | | | | | | | 1 07/15/08 | P&S | P&S | | D | 406 | Over | 1.13 |
| Detention Services Officer | Medical | | | | | | | 12/18/08 | 09/30/09 | 01/08/09 | 01/08/09 | D | 253 | Over | 0.70 |
| Detention Services Officer | I.A. | | | | | | | 1 08/05/09 | 08/24/09 | 08/24/09 | | E | 26 | Under | 0.07 |
| Detention Services Officer | Medical | | | | | | | 03/13/08 | 09/10/09 | 09/10/09 | | D | 528 | Over | 1.47 |
| Detention Services Officer | I.A. | | | | | | | 1 11/18/05 | 10/22/09 | 10/23/09 | | D | 1363 | Over | 3.79 |
| Detention Services Officer | I.A. | | | | | | | 1 06/21/09 | 09/09/09 | 09/10/09 | | D | 70 | Under | 0.19 |
| Senior Detention Services Offic | I.A. | | | | | | | 1 02/01/06 | P&S | P&S | | E | 1290 | Over | 3.58 |
| Detention Services Officer | I.A. | | | | | | | 1 08/29/08 | 08/28/09 | 08/29/09 | | D | 362 | Over | 1.01 |
| Group Supervisor Night | I.A. | | | | | | | 1 05/05/09 | 09/15/09 | 09/15/09 | | E | 116 | Under | 0.32 |
| Detention Services Officer | I.A. | | | | | | | 1 05/27/09 | 09/08/09 | 09/08/09 | 07/02/09 | D | 94 | Under | 0.26 |
| Group Supervisor Night | Medical | | | | | | | 08/16/04 | 08/16/04 | 08/16/04 | | D | 1815 | Over | 5.04 |
| Detention Services Officer | I.A. | | | | | | | 1 08/06/08 | 09/08/09 | 09/08/09 | | D | 385 | Over | 1.07 |
| Group Supervisor Night | I.A. | | | | | | | 1 03/22/09 | 09/15/09 | 09/15/09 | 04/12/09 | D | 159 | Under | 0.44 |
| Group Supervisor Night | I.A. | | | | | | | 1 06/29/07 | P&S | P&S | | D | 782 | Over | 2.17 |
| Detention Services Officer | I.A. | | | | | | | 1 10/30/08 | 09/16/09 | 09/16/09 | 08/29/09 | D | 300 | Over | 0.83 |
| Detention Services Officer | I.A. | | | | | | | 1 12/16/08 | 9/30/09 | 09/30/09 | | D | 255 | Over | 0.71 |
| Detention Services Officer | I.A. | | | | | | | 1 03/05/06 | 10/02/09 | 10/02/09 | 04/07/09 | D | 1256 | Over | 3.49 |
| Transportation Deputy | Medical | | | | | | | 07/25/08 | 09/24/09 | 09/24/09 | | D | 396 | Over | 1.10 |
| Detention Services Officer | I.A. | | | | | | | 1 05/30/07 | 07/13/09 | 07/13/09 | 06/06/09 | D | 810 | Over | 2.25 |
| Detention Services Officer | I.A. | | | | | | | 1 01/31/06 | 09/01/06 | 09/01/06 | | D | 1290 | Over | 3.58 |
| Detention Services Officer | I.A. | | | | | | | 1 04/29/09 | 06/19/09 | 06/19/09 | | D | 122 | Under | 0.34 |
| Detention Services Officer | I.A. | | | | | | | 1 10/10/07 | 10/01/09 | 10/01/09 | | D | 681 | Over | 1.89 |
| Supv. Detention Services Office | Medical | | | | | | | 11/28/07 | 09/25/09 | 09/25/09 | | E | 633 | Over | 1.76 |
| Detention Services Officer | Medical | | | | | | | 07/30/09 | 09/10/09 | 09/10/09 | | D | 30 | Under | 0.08 |


ATTACHMENT VI

|  | | | | | | | | | | | |
|--|-----------------|---|--|------------------|-------------------------|--------------------|-----------------|-----------------|---------------|------------------------------|----------------|
| Employee Job Title | Leave Type/Code | | | Leave Start Date | Expiration Of Med Cert. | Estimated RTW Date | Actual RTW Date | Retirement Plan | Days on Leave | Under/Over 6 months/180 days | Years on Leave |
| Senior Detention Services Officer | I.A. | | | 1 05/28/09 | 10/06/09 | 10/06/09 | | D | 93 | Under | 0.26 |
| Detention Services Officer | I.A. | | | 1 04/01/09 | 09/09/09 | 09/09/09 | | E | 150 | Under | 0.42 |
| Group Supervisor Night | I.A. | | | 1 06/24/08 | 09/23/09 | 09/23/09 | 06/05/09 | D | 427 | Over | 1.19 |
| Group Supervisor Night | Medical | 1 | | 03/24/09 | 09/01/09 | 09/01/09 | | D | 157 | Under | 0.44 |
| Detention Services Officer | I.A. | | | 1 08/11/09 | 09/22/09 | 09/22/09 | | D | 20 | Under | 0.06 |
| Detention Services Officer | I.A. | | | 1 11/13/08 | 09/15/09 | 09/15/09 | | E | 288 | Over | 0.80 |
| Detention Services Officer | I.A. | | | 1 12/04/08 | 08/28/09 | 08/28/09 | 09/04/09 | D | 267 | Over | 0.74 |
| Group Supervisor Night | I.A. | | | 1 01/22/09 | 09/11/09 | 09/11/09 | 06/19/09 | E | 219 | Over | 0.61 |
| Detention Services Officer | I.A. | | | 1 03/18/09 | 10/02/09 | 10/02/09 | | E | 163 | Under | 0.45 |
| Detention Services Officer | I.A. | | | 1 06/02/09 | 10/02/09 | 10/02/09 | | E | 89 | Under | 0.25 |
| Senior Detention Services Officer | I.A. | | | 1 12/05/06 | 09/17/09 | 09/17/09 | 06/11/09 | E | 986 | Over | 2.74 |
| Transportation Deputy | I.A. | | | 1 11/18/08 | 09/29/09 | 09/29/09 | | D | 283 | Over | 0.79 |
| Senior Detention Services Officer | I.A. | | | 1 10/30/07 | 09/15/09 | 09/15/09 | | D | 660 | Over | 1.83 |
| Group Supervisor Night | Medical | 1 | | 06/18/09 | 10/1/09 | 10/01/09 | | D | 73 | Under | 0.20 |
| Group Supervisor Night | I.A. | | | 1 08/28/00 | 11/02/09 | 11/02/09 | 11/28/08 | D | 3243 | Over | 9.01 |
| Senior Detention Services Officer | Military | | | 06/27/08 | 12/15/09 | 12/15/09 | | E | 424 | Over | 1.18 |
| Group Supervisor Night | I.A. | | | 1 06/05/09 | 09/17/09 | 09/17/09 | | E | 86 | Under | 0.24 |
| Group Supervisor Night | I.A. | | | 1 10/09/08 | 09/15/09 | 09/15/09 | | D | 322 | Over | 0.89 |
| Senior Detention Services Officer | I.A. | | | 1 07/27/09 | 09/01/09 | 09/01/09 | 08/21/09 | D | 34 | Under | 0.09 |
| Group Supervisor Night | Medical | 1 | | 03/23/06 | 09/16/09 | 09/17609 | | D | 1238 | Over | 3.44 |
| Group Supervisor Night | I.A. | | | 1 07/13/09 | 09/30/09 | 09/30/09 | | D | 48 | Under | 0.13 |
| Detention Services Officer | I.A. | | | 1 08/16/09 | 09/24/09 | 09/24/09 | | E | 15 | Under | 0.04 |
| Detention Services Officer | I.A. | | | 1 03/09/09 | 10/02/09 | 10/02/09 | | D | 172 | Over | 0.48 |
| Detention Services Officer | Medical | 1 | | 07/18/09 | 09/18/09 | 09/18/09 | | D | 43 | Under | 0.12 |
| Detention Services Officer | I.A. | | | 1 06/28/09 | 07/24/09 | 07/24/09 | 07/31/09 | D | 63 | Under | 0.18 |
| Detention Services Officer | I.A. | | | 1 05/19/09 | 06/06/09 | 06/06/09 | | D | 102 | Under | 0.28 |


ATTACHMENT VI

|  | | Employee Job Title | Leave Type/Code | | | | Leave Start Date | Expiration Of Med Cert. | Estimated RTW Date | Actual RTW Date | Retirement Plan | Days on Leave | Under/Over 6 months/180 days | Years on Leave |
|--|----------|--------------------|-----------------|--|--|--|------------------|-------------------------|--------------------|-----------------|-----------------|---------------|------------------------------|----------------|
| Detention Services Officer | I.A. | | | | | | 1 05/05/09 | 10/15/09 | 10/15/09 | | D | 116 | Under | 0.32 |
| Detention Services Officer | I.A. | | | | | | 1 2/7/09 | 06/04/09 | 06/04/09 | 04/10/09 | D | 204 | Over | 0.57 |
| Detention Services Officer | I.A. | | | | | | 1 08/19/09 | 09/28/09 | 09/28/09 | 08/28/09 | D | 12 | Under | 0.03 |
| Detention Services Officer | I.A. | | | | | | 1 01/16/09 | 08/25/09 | 08/25/09 | 05/13/09 | D | 225 | Over | 0.63 |
| Group Supervisor Night | I.A. | | | | | | 1 06/29/09 | 09/30/09 | 09/30/09 | 07/16/09 | D | 62 | Under | 0.17 |
| Detention Services Officer | I.A. | | | | | | 1 07/20/09 | 09/06/09 | 09/06/09 | 08/06/09 | D | 41 | Under | 0.11 |
| Detention Services Officer | I.A. | | | | | | 1 05/30/08 | 09/05/08 | 09/05/08 | 01/09/09 | D | 450 | Over | 1.25 |
| Detention Services Officer | Medical | | | | | | 07/21/09 | 09/09/09 | 09/09/09 | 08/01/09 | D | 40 | Under | 0.11 |
| Senior Detention Services Office Medical | Medical | | | | | | 12/13/08 | 07/15/09 | 07/15/09 | 03/11/09 | D | 258 | Over | 0.72 |
| Group Supervisor Night | I.A. | | | | | | 1 12/18/00 | P&S | P&S | | D | 3133 | Over | 8.70 |
| Group Supervisor Night | I.A. | | | | | | 1 10/13/06 | 09/01/09 | 09/01/08 | 02/28/09 | D | 1038 | Over | 2.88 |
| Detention Services Officer | I.A. | | | | | | 1 08/06/09 | 09/10/09 | 09/10/09 | 08/19/09 | D | 25 | Under | 0.07 |
| Detention Services Officer | Medical | | | | | | 08/21/08 | 07/01/09 | 07/01/09 | 06/15/09 | D | 370 | Over | 1.03 |
| Detention Services Officer | Medical | | | | | | 06/19/09 | 10/31/09 | 10/31/09 | | D | 72 | Under | 0.20 |
| Senior Detention Services Office Medical | Medical | | | | | | 12/05/08 | 09/03/09 | 09/03/09 | 07/03/09 | D | 266 | Over | 0.74 |
| Detention Services Officer | I.A. | | | | | | 1 01/15/09 | 07/02/09 | 07/02/09 | 07/02/09 | D | 226 | Over | 0.63 |
| Detention Services Officer | I.A. | | | | | | 1 07/06/09 | 08/28/09 | 08/28/09 | 08/28/09 | E | 55 | Under | 0.15 |
| Detention Services Officer | I.A. | | | | | | 1 09/29/08 | 09/17/09 | 09/17/09 | | D | 332 | Over | 0.92 |
| Detention Services Officer | I.A. | | | | | | 1 08/19/09 | 10/16/09 | 10/16/09 | | D | 12 | Under | 0.03 |
| Detention Services Officer | Military | | | | | | 11/01/08 | 12/31/098 | 12/31/09 | | D | 300 | Over | 0.83 |
| Detention Services Officer | I.A. | | | | | | 1 01/07/09 | 11/10/09 | 11/10/09 | | D | 234 | Over | 0.65 |
| Group Supervisor Night | Medical | | | | | | 02/07/09 | 08/22/09 | 08/22/09 | 05/07/09 | D | 204 | Over | 0.57 |
| Supv. Detention Services Office I.A. | I.A. | | | | | | 1 02/22/08 | 10/12/09 | 10/12/09 | | E | 549 | Over | 1.53 |
| Detention Services Officer | I.A. | | | | | | 1 09/03/07 | 09/28/09 | 09/28/09 | | E | 718 | Over | 1.99 |
| Detention Services Officer | I.A. | | | | | | 1 05/03/09 | 07/28/09 | 07/28/09 | | E | 118 | Under | 0.33 |
| Detention Services Officer | Medical | | | | | | 12/07/08 | 09/18/09 | 09/19/09 | | D | 264 | Over | 0.73 |


ATTACHMENT VI

|  Employee Job Title | | Leave Type/Code | | | | Leave Start Date | Expiration Of Med Cert. | Estimated RTW Date | Actual RTW Date | Retirement Plan | Days on Leave | Under/Over 6 months/180 days | Years on Leave |
|---|---------|-----------------|--|--|--|------------------|-------------------------|--------------------|-----------------|-----------------|---------------|------------------------------|----------------|
| Detention Services Officer | Medical | 1 | | | | 05/24/09 | 06/17/09 | 06/17/09 | 06/14/09 | D | 97 | Under | 0.27 |
| Group Supervisor Night | Medical | 1 | | | | 02/16/09 | 09/30/09 | 09/30/09 | | D | 195 | Over | 0.54 |
| Supv. Detention Services Office I.A. | I.A. | | | | | 1 11/19/08 | 10/06/09 | 10/06/09 | | E | 282 | Over | 0.78 |
| Senior Detention Services Office I.A. | I.A. | | | | | 1 08/31/08 | 09/10/09 | 09/10/09 | | D | 360 | Over | 1.00 |
| Senior Detention Services Office I.A. | I.A. | | | | | 1 05/19/00 | 09/22/09 | 09/22/09 | | D | 3342 | Over | 9.28 |
| Senior Detention Services Office I.A. | I.A. | | | | | 1 06/30/05 | P&S | P&S | | E | 1500 | Over | 4.17 |
| Detention Services Officer | I.A. | | | | | 1 03/23/09 | 07/27/09 | 07/27/09 | 07/02/09 | D | 158 | Under | 0.44 |
| Detention Services Officer | Medical | 1 | | | | 04/22/09 | 09/02/09 | 09/02/09 | | D | 129 | Under | 0.36 |
| Senior Detention Services Office I.A. | I.A. | | | | | 1 09/01/07 | 09/10/09 | 09/10/09 | 09/25/08 | D | 720 | Over | 2.00 |
| Detention Services Officer | I.A. | | | | | 1 12/19/08 | 09/21/09 | 09/21/09 | 12/30/08 | D | 252 | Over | 0.70 |
| Senior Detention Services Office I.A. | I.A. | | | | | 1 07/19/09 | 09/03/09 | 09/03/09 | | E | 42 | Under | 0.12 |
| Group Supervisor Night | Medical | 1 | | | | 04/19/09 | 07/27/09 | 07/27/09 | 07/27/09 | D | 132 | Under | 0.37 |
| Group Supervisor Night | I.A. | | | | | 1 04/16/09 | 08/10/09 | 08/10/09 | 09/02/09 | E | 135 | Under | 0.38 |
| Detention Services Officer | I.A. | | | | | 1 07/05/09 | 09/04/09 | 09/04/09 | 08/27/09 | D | 56 | Under | 0.16 |
| Detention Services Officer | I.A. | | | | | 1 02/19/04 | 05/26/04 | 05/26/04 | | D | 1992 | Over | 5.53 |
| Group Supervisor Night | I.A. | | | | | 1 07/31/09 | 09/25/09 | 09/25/09 | | D | 30 | Under | 0.08 |
| Detention Services Officer | I.A. | | | | | 1 03/24/09 | 08/27/09 | 08/27/09 | 08/27/09 | D | 157 | Under | 0.44 |
| Detention Services Officer | I.A. | | | | | 1 05/03/09 | 09/05/09 | 09/05/09 | 08/06/09 | D | 118 | Under | 0.33 |
| Detention Services Officer | I.A. | | | | | 1 03/03/09 | 09/29/09 | 09/30/09 | | D | 178 | Over | 0.49 |
| Detention Services Officer | I.A. | | | | | 1 05/13/09 | 09/02/09 | 09/02/09 | | D | 108 | Under | 0.30 |
| Senior Detention Services Office Medical | Medical | 1 | | | | 07/04/09 | 08/11/09 | 08/11/09 | 08/11/09 | E | 47 | Under | 0.13 |
| Group Supervisor Night | Medical | 1 | | | | 03/24/09 | 09/20/09 | 09/20/09 | 07/23/09 | E | 157 | Under | 0.44 |
| Detention Services Officer | I.A. | | | | | 1 05/27/09 | 09/23/09 | 09/23/09 | 06/27/09 | | 94 | Under | 0.26 |
| Group Supervisor Night | I.A. | | | | | 1 06/14/08 | 09/08/09 | 09/08/09 | 09/09/09 | E | 437 | Over | 1.21 |
| Detention Services Officer | I.A. | | | | | 1 04/24/09 | 07/24/09 | 07/24/09 | 05/01/09 | D | 127 | Under | 0.35 |


ATTACHMENT VI

|  Employee Job Title | | Leave Type/Code | | | Leave Start Date | Expiration Of Med Cert. | Estimated RTW Date | Actual RTW Date | Retirement Plan | Days on Leave | Under/Over 6 months/180 days | Years on Leave |
|---|---------|-----------------|---|---|------------------|-------------------------|--------------------|-----------------|-----------------|---------------|------------------------------|----------------|
| Detention Services Officer | Medical | 1 | 1 | 1 | 06/04/09 | 06/11/09 | 06/11/09 | 06/11/09 | D | 87 | Under | 0.24 |
| Group Supervisor Night | Medical | 1 | 1 | 1 | 02/04/08 | 01/04/10 | 01/04/10 | | D | 567 | Over | 1.58 |
| Group Supervisor Night | Medical | 1 | 1 | 1 | 01/13/09 | 09/30/09 | 09/30/09 | | D | 228 | Over | 0.63 |
| Detention Services Officer | I.A. | | | | 1 06/09/08 | 10/08/09 | 10/08/09 | | D | 442 | Over | 1.23 |
| Detention Services Officer | I.A. | | | | 1 06/23/09 | 08/18/09 | 8/18/09 | | D | 68 | Under | 0.19 |
| Detention Services Officer | I.A. | | | | 1 06/02/09 | 07/29/09 | 07/29/09 | | D | 89 | Under | 0.25 |
| Group Supervisor Night | Medical | 1 | 1 | 1 | 06/09/09 | 10/12/09 | 10/12/09 | | D | 82 | Under | 0.23 |
| Detention Services Officer | I.A. | | | | 1 06/26/09 | 09/28/09 | 9/28/09 | | D | 65 | Under | 0.18 |
| Group Supervisor Night | Medical | 1 | 1 | 1 | 08/13/07 | 02/04/09 | 02/04/09 | | D | 738 | Over | 2.05 |
| Detention Services Officer | I.A. | | | | 1 05/24/09 | 11/01/09 | 11/01/09 | | D | 97 | Under | 0.27 |
| Detention Services Officer | I.A. | | | | 1 06/11/09 | 08/24/09 | 8/24/09 | 08/15/09 | D | 80 | Under | 0.22 |
| Detention Services Officer | I.A. | | | | 1 07/30/09 | 09/24/09 | 09/24/09 | 08/28/09 | D | 30 | Under | 0.08 |
| Detention Services Officer | I.A. | | | | 1 09/01/07 | 09/24/09 | 9/24/09 | | D | 720 | Over | 2.00 |
| Detention Services Officer | I.A. | | | | 1 07/11/09 | 10/02/09 | 10/02/09 | 08/29/09 | D | 50 | Under | 0.14 |
| Senior Detention Services Officer | I.A. | | | | 1 01/31/08 | 09/29/09 | 09/29/09 | | D | 570 | Over | 1.58 |
| Group Supervisor Night | I.A. | | | | 1 11/21/08 | 08/06/09 | 08/06/09 | | D | 280 | Over | 0.78 |
| Detention Services Officer | I.A. | | | | 1 01/05/07 | 10/02/09 | 10/02/09 | | D | 956 | Over | 2.66 |
| Group Supervisor Night | I.A. | | | | 1 06/06/04 | P&S | P&S | | D | 1885 | Over | 5.24 |
| Detention Services Officer | I.A. | | | | 1 03/15/05 | 09/23/09 | 09/23/09 | | E | 1606 | Over | 4.46 |
| Detention Services Officer | I.A. | | | | 1 01/15/08 | 07/09/09 | 07/09/09 | | D | 586 | Over | 1.63 |
| Detention Services Officer | Medical | 1 | 1 | 1 | 07/07/09 | 09/07/09 | 09/07/09 | | E | 54 | Under | 0.15 |
| Detention Services Officer | I.A. | | | | 1 09/26/01 | 09/01/09 | 09/01/09 | | D | 2855 | Over | 7.93 |
| Detention Services Officer | I.A. | | | | 1 07/06/09 | 09/15/09 | 09/15/09 | | D | 55 | Under | 0.15 |
| Senior Detention Services Officer | Medical | 1 | 1 | 1 | 04/19/09 | 08/29/09 | 08/29/09 | | E | 132 | Under | 0.37 |
| Detention Services Officer | I.A. | | | | 1 12/11/06 | 08/18/09 | 08/18/09 | | D | 980 | Over | 2.72 |
| Detention Services Officer | I.A. | | | | 1 11/24/05 | 10/01/09 | 10/01/09 | 06/01/09 | D | 1357 | Over | 3.77 |


ATTACHMENT VI

|  | | Employee Job Title | Leave Type/Code | | | Leave Start Date | Expiration Of Med Cert. | Estimated RTW Date | Actual RTW Date | Retirement Plan | Days on Leave | Under/Over 6 months/180 days | Years on Leave |
|--|----------|--------------------|-----------------|--|--|------------------|-------------------------|--------------------|-----------------|-----------------|---------------|------------------------------|----------------|
| Detention Services Officer | I.A. | | | | | 1 06/25/08 | 09/26/09 | 09/26/09 | | D | 426 | Over | 1.18 |
| Detention Services Officer | I.A. | | | | | 1 07/17/09 | 08/24/09 | 08/24/09 | 08/06/09 | D | 44 | Under | 0.12 |
| Group Supervisor Night | Medical | 1 | | | | 09/30/08 | 11/02/09 | 11/02/09 | 05/12/09 | D | 330 | Over | 0.92 |
| Detention Services Officer | I.A. | | | | | 1 03/11/08 | 09/01/09 | 09/01/09 | | D | 530 | Over | 1.47 |
| Detention Services Officer | I.A. | | | | | 1 09/04/01 | 09/23/09 | 09/23/09 | | D | 2877 | Over | 7.99 |
| Group Supervisor Night | Medical | 1 | | | | 04/01/07 | 05/04/09 | 05/04/09 | 04/09/09 | D | 870 | Over | 2.42 |
| Detention Services Officer | I.A. | | | | | 1 06/05/07 | 09/02/09 | 09/02/09 | 09/09/09 | D | 806 | Over | 2.24 |
| Detention Services Officer | I.A. | | | | | 1 02/15/95 | 09/09/09 | 09/09/09 | 07/17/09 | E | 5236 | Over | 14.54 |
| Group Supervisor Night | I.A. | | | | | 1 01/05/04 | 07/16/09 | 07/16/09 | | E | 2036 | Over | 5.66 |
| Senior Detention Services Office I.A. | | | | | | 1 07/09/07 | P&S | P&S | | E | 772 | Over | 2.14 |
| Group Supervisor Night | I.A. | | | | | 1 07/16/08 | 09/11/09 | 09/12/09 | | D | 405 | Over | 1.13 |
| Detention Services Officer | I.A. | | | | | 1 10/13/08 | 10/19/09 | 09/04/09 | 08/14/09 | E | 318 | Over | 0.88 |
| Group Supervisor Night | I.A. | | | | | 1 11/28/07 | 09/02/09 | 09/03/09 | | D | 633 | Over | 1.76 |
| Detention Services Officer | I.A. | | | | | 1 03/06/09 | 09/20/09 | 09/20/09 | | D | 175 | Over | 0.49 |
| Detention Services Officer | I.A. | | | | | 1 01/24/08 | 09/07/09 | 09/07/09 | 01/19/09 | D | 577 | Over | 1.60 |
| Senior Detention Services Office I.A. | | | | | | 1 09/02/07 | 09/30/09 | 09/30/09 | | D | 719 | Over | 2.00 |
| Detention Services Officer | I.A. | | | | | 1 08/13/09 | 10/09/09 | 10/09/09 | | D | 18 | Under | 0.05 |
| Group Supervisor Night | I.A. | | | | | 1 12/29/08 | 09/02/09 | 09/02/09 | | D | 242 | Over | 0.67 |
| Group Supervisor Night | Medical | 1 | | | | 05/15/09 | 06/20/09 | 06/20/09 | 05/15/09 | D | 106 | Under | 0.29 |
| Transportation Deputy | I.A. | | | | | 1 06/19/09 | 11/20/09 | 11/20/09 | | D | 72 | Under | 0.20 |
| Senior Detention Services Office Medical | | 1 | | | | 08/15/08 | 11/18/09 | 11/18/09 | | E | 376 | Over | 1.04 |
| Detention Services Officer | I.A. | | | | | 1 01/05/09 | 10/07/09 | 10/07/09 | | D | 236 | Over | 0.66 |
| Group Supervisor Night | Medical | 1 | | | | 11/28/08 | 11/28/08 | 11/28/08 | | D | 273 | Over | 0.76 |
| Detention Services Officer | Medical | 1 | | | | 06/24/09 | 09/15/09 | 09/15/09 | | E | 67 | Under | 0.19 |
| Group Supervisor Night | I.A. | | | | | 1 06/11/09 | 09/18/09 | 09/18/09 | | D | 80 | Under | 0.22 |
| Detention Services Officer | Military | | | | | 02/05/09 | 12/31/09 | 12/31/09 | | D | 206 | Over | 0.57 |


ATTACHMENT VI

|  | | | | | | | | | | | |
|--|-----------------|---|--|------------------|-------------------------|--------------------|-----------------|-----------------|---------------|------------------------------|----------------|
| Employee Job Title | Leave Type/Code | | | Leave Start Date | Expiration Of Med Cert. | Estimated RTW Date | Actual RTW Date | Retirement Plan | Days on Leave | Under/Over 6 months/180 days | Years on Leave |
| Senior Detention Services Offic. I.A. | I.A. | | | 1 03/17/09 | 09/22/09 | 09/22/09 | | D | 164 | Under | 0.46 |
| Detention Services Officer | I.A. | | | 1 05/31/06 | 09/16/09 | 09/16/09 | 06/05/09 | D | 1170 | Over | 3.25 |
| Group Supervisor Night | I.A. | | | 1 08/14/08 | 09/17/09 | 09/17/09 | | D | 377 | Over | 1.05 |
| Group Supervisor Night | Medical | 1 | | 07/24/09 | 09/27/09 | 09/27/09 | | D | 37 | Under | 0.10 |
| Detention Services Officer | I.A. | | | 1 06/19/06 | 12/14/09 | 12/14/09 | | D | 1152 | Over | 3.20 |
| Transportation Deputy | I.A. | | | 1 05/26/05 | 06/16/09 | 06/16/09 | | E | 1535 | Over | 4.26 |
| Detention Services Officer | I.A. | | | 1 03/19/09 | 09/14/09 | 09/14/09 | | D | 162 | Under | 0.45 |
| Detention Services Officer | I.A. | | | 1 03/21/07 | 09/21/09 | 09/21/09 | 06/20/09 | D | 880 | Over | 2.44 |
| Detention Services Officer | Medical | 1 | | 09/28/02 | 05/26/09 | 05/26/09 | | D | 2493 | Over | 6.93 |
| Senior Detention Services Offic. I.A. | I.A. | | | 1 07/31/09 | 10/12/09 | 10/12/09 | | D | 30 | Under | 0.08 |
| Detention Services Officer | I.A. | | | 1 07/13/08 | P&S | P&S | | D | 408 | Over | 1.13 |
| Group Supervisor Night | Medical | 1 | | 04/25/09 | 08/27/09 | 08/27/09 | | E | 126 | Under | 0.35 |
| Detention Services Officer | Medical | 1 | | 03/02/09 | 08/20/09 | 08/20/09 | | D | 179 | Over | 0.50 |
| Group Supervisor Night | I.A. | | | 1 05/13/09 | 09/08/09 | 09/08/09 | | D | 108 | Under | 0.30 |
| Detention Services Officer | I.A. | | | 1 09/03/08 | 09/04/09 | 09/04/09 | | D | 358 | Over | 0.99 |
| Group Supervisor Night | Medical | 1 | | 09/28/08 | 09/20/09 | 09/20/09 | 02/20/09 | D | 333 | Over | 0.93 |
| Detention Services Officer | I.A. | | | 1 02/17/09 | 04/12/09 | 04/12/09 | 04/10/09 | D | 194 | Over | 0.54 |
| Detention Services Officer | I.A. | | | 1 08/13/09 | 09/27/09 | 09/27/09 | 09/09/09 | D | 18 | Under | 0.05 |
| Detention Services Officer | I.A. | | | 1 04/04/09 | 10/02/09 | 10/02/09 | | D | 147 | Under | 0.41 |
| Group Supervisor Night | Medical | 1 | | 12/20/06 | 02/26/08 | 02/26/09 | | D | 971 | Over | 2.70 |
| Senior Detention Services Offic. I.A. | I.A. | | | 1 02/22/08 | 06/30/09 | 06/30/09 | | D | 549 | Over | 1.53 |
| Group Supervisor Night | I.A. | | | 1 03/22/09 | 09/03/09 | 09/03/09 | | D | 159 | Under | 0.44 |
| Detention Services Officer | I.A. | | | 1 03/24/09 | 08/13/09 | 08/13/09 | | D | 157 | Under | 0.44 |
| Detention Services Officer | I.A. | | | 1 03/17/09 | 09/21/09 | 09/21/09 | | D | 164 | Under | 0.46 |
| Detention Services Officer | I.A. | | | 1 09/17/08 | 10/1/09 | 10/1/09 | | D | 344 | Over | 0.96 |
| Senior Detention Services Offic. Medical | | 1 | | 01/11/03 | 12/20/09 | 12/20/09 | | E | 2390 | Over | 6.64 |


ATTACHMENT VI

|  | | Employee Job Title | Leave Type/Code | | Leave Start Date | Expiration Of Med Cert. | Estimated RTW Date | Actual RTW Date | Retirement Plan | Days on Leave | Under/Over 6 months/180 days | Years on Leave |
|--|----------|--------------------|-----------------|---|------------------|-------------------------|--------------------|-----------------|-----------------|---------------|------------------------------|----------------|
| Detention Services Officer | I.A. | | | | 1 03/15/09 | 07/02/09 | 07/02/09 | | D | 166 | Under | 0.46 |
| Detention Services Officer | I.A. | | | | 1 07/24/07 | 10/13/09 | 10/13/09 | | D | 757 | Over | 2.10 |
| Detention Services Officer | Medical | | | | 12/31/88 | P&S | P&S | | E | 7440 | Over | 20.67 |
| Group Supervisor Night | Medical | | | 1 | 04/16/09 | 05/20/09 | 05/20/09 | 05/20/09 | D | 135 | Under | 0.38 |
| Detention Services Officer | I.A. | | | 1 | 1 10/19/08 | 07/29/09 | 07/29/09 | 07/29/09 | D | 312 | Over | 0.87 |
| Group Supervisor Night | Medical | | | 1 | 03/29/09 | 03/29/09 | 03/29/09 | | D | 152 | Under | 0.42 |
| Group Supervisor Night | Medical | | | 1 | 05/15/09 | 08/31/09 | 08/31/09 | | E | 106 | Under | 0.29 |
| Group Supervisor Night | I.A. | | | 1 | 1 08/30/09 | 09/24/09 | 09/25/09 | | D | 0 | Under | 0.00 |
| Detention Services Officer | Medical | | | 1 | 07/07/09 | 07/31/09 | 07/31/09 | 07/28/09 | E | 54 | Under | 0.15 |
| Senior Detention Services Officer | I.A. | | | | 1 07/07/09 | 09/04/09 | 09/04/09 | 09/04/09 | D | 54 | Under | 0.15 |
| Detention Services Officer | I.A. | | | | 1 06/25/07 | 08/05/09 | 08/05/09 | 09/02/08 | D | 786 | Over | 2.18 |
| Group Supervisor Night | I.A. | | | | 1 01/30/09 | 10/31/09 | 10/31/09 | | D | 210 | Over | 0.58 |
| Detention Services Officer | Medical | | | 1 | 05/13/09 | 12/17/09 | 12/18/09 | | D | 108 | Under | 0.30 |
| Detention Services Officer | I.A. | | | | 1 05/13/09 | 09/07/09 | 09/07/09 | | D | 108 | Under | 0.30 |
| Detention Services Officer | I.A. | | | | 1 03/16/09 | 09/27/09 | 09/27/09 | 03/31/09 | D | 165 | Under | 0.46 |
| Detention Services Officer | I.A. | | | | 1 02/08/09 | 09/25/09 | 09/25/09 | | E | 203 | Over | 0.56 |
| Group Supervisor Night | I.A. | | | | 1 12/25/08 | 09/21/09 | 09/21/09 | 01/09/09 | D | 246 | Over | 0.68 |
| Detention Services Officer | I.A. | | | | 1 01/01/03 | 02/20/05 | 03/15/09 | | E | 2400 | Over | 6.67 |
| Detention Services Officer | Medical | | | 1 | 08/25/09 | 10/01/09 | 10/01/09 | 08/28/09 | E | 6 | Under | 0.02 |
| Senior Detention Services Officer | I.A. | | | | 1 05/24/09 | 09/31/09 | 09/31/09 | 06/26/09 | E | 97 | Under | 0.27 |
| Detention Services Officer | Military | | | | 1 07/01/08 | 08/17/09 | 08/17/09 | | E | 420 | Over | 1.17 |
| Detention Services Officer | I.A. | | | | 10/31/08 | 02/03/10 | 02/03/10 | | D | 300 | Over | 0.83 |
| Group Supervisor Night | I.A. | | | | 1 09/03/09 | 10/14/09 | 10/14/09 | | D | -2 | Under | 0.00 |
| Detention Services Officer | I.A. | | | | 1 06/30/09 | 08/31/09 | 08/31/09 | 07/24/09 | D | 60 | Under | 0.17 |
| Detention Services Officer | Medical | | | 1 | 03/31/09 | 10/19/09 | 10/19/09 | | D | 150 | Under | 0.42 |
| Group Supervisor Night | Medical | | | 1 | 07/09/09 | 09/27/09 | 09/27/09 | | D | 52 | Under | 0.14 |

ATTACHMENT VI

|  | | Employee Job Title | | Leave Type/Code | | | | Leave Start Date | Expiration Of Med Cert. | Estimated RTW Date | Actual RTW Date | Retirement Plan | Days on Leave | Under/Over 6 months/180 days | Years on Leave |
|--|---------|--------------------|----|-----------------|--|--|--|------------------|-------------------------|--------------------|-----------------|-----------------|---------------|------------------------------|----------------|
| Detention Services Officer | I.A. | | | | | | | 1 11/03/07 | 05/25/09 | 05/25/09 | 03/26/09 | D | 658 | Over | 1.83 |
| Detention Services Officer | Medical | | | | | | | 05/10/09 | 09/24/09 | 09/24/09 | 06/26/09 | D | 111 | Under | 0.31 |
| Detention Services Officer | I.A. | | 1 | | | | | 1 11/26/07 | 09/15/09 | 09/15/09 | | D | 635 | Over | 1.76 |
| Detention Services Officer | I.A. | | | | | | | 1 05/19/09 | 07/27/09 | 07/29/09 | 06/07/09 | D | 102 | Under | 0.28 |
| Group Supervisor Night | Medical | | 1 | | | | | 07/13/09 | 08/09/2009 | 08/09/09 | 07/16/09 | D | 48 | Under | 0.13 |
| Light Vehicle Driver | I.A. | | | | | | | 1 11/06/08 | 09/03/09 | 09/03/09 | | D | 295 | Over | 0.82 |
| Detention Services Officer | I.A. | | | | | | | 1 05/03/08 | 10/28/09 | 10/28/09 | | D | 478 | Over | 1.33 |
| Detention Services Officer | I.A. | | | | | | | 1 07/04/09 | 08/10/09 | 08/10/09 | | D | 57 | Under | 0.16 |
| Group Supervisor Night | I.A. | | | | | | | 1 03/07/08 | 06/02/09 | 06/02/09 | 06/12/09 | D | 534 | Over | 1.48 |
| Detention Services Officer | I.A. | | | | | | | 1 05/05/09 | 08/21/09 | 08/21/09 | 08/25/09 | D | 116 | Under | 0.32 |
| Detention Services Officer | I.A. | | | | | | | 1 11/29/06 | 09/04/09 | 09/04/09 | 01/13/09 | E | 992 | Over | 2.76 |
| Detention Services Officer | I.A. | | | | | | | 1 04/16/08 | 08/31/09 | 08/31/09 | | E | 495 | Over | 1.38 |
| Senior Detention Services Officer | I.A. | | | | | | | 1 06/12/09 | 08/22/09 | 08/22/09 | | D | 79 | Under | 0.22 |
| Senior Detention Services Officer | I.A. | | | | | | | 1 07/13/09 | 09/22/09 | 09/22/09 | | D | 48 | Under | 0.13 |
| Group Supervisor Night | I.A. | | | | | | | 1 07/08/09 | 09/22/09 | 09/22/09 | | D | 53 | Under | 0.15 |
| Detention Services Officer | I.A. | | | | | | | 1 07/30/08 | 09/11/09 | 09/11/09 | | D | 390 | Over | 1.08 |
| Detention Services Officer | Medical | | 1 | | | | | 03/03/09 | 10/01/09 | 10/01/09 | 05/27/09 | D | 178 | Over | 0.49 |
| Detention Services Officer | I.A. | | | | | | | 1 06/13/09 | 09/15/09 | 09/15/09 | | E | 78 | Under | 0.22 |
| Detention Services Officer | I.A. | | | | | | | 1 04/14/08 | 09/30/09 | 09/30/09 | | E | 497 | Over | 1.38 |
| Detention Services Officer | I.A. | | | | | | | 1 04/23/09 | 09/24/09 | 09/24/09 | | D | 128 | Under | 0.36 |
| Group Supervisor Night | I.A. | | | | | | | 1 02/14/09 | 09/14/09 | 09/14/09 | | D | 197 | Over | 0.55 |
| Group Supervisor Night | I.A. | | | | | | | 1 05/06/09 | 09/16/09 | 09/16/09 | | D | 115 | Under | 0.32 |
| Detention Services Officer | Medical | | 1 | | | | | 05/20/87 | 10/20/08 | 10/20/08 | 10/20/08 | A | 8021 | Over | 22.28 |
| | | | 58 | | | | | 174 | | | | | | | |
| Medical | | 1 | | | | | | 03/03/06 | P&S | P&S | | E | 1258 | Over | 3.49 |

ATTACHMENT VI


|  | Employee Job Title | Leave Type/Code | | | Leave Start Date | Expiration Of Med Cert. | Estimated RTW Date | Actual RTW Date | Retirement Plan | Days on Leave | Under/Over 6 months/180 days | Years on Leave |
|--|--------------------|-----------------|---|--|------------------|-------------------------|--------------------|-----------------|-----------------|---------------|------------------------------|----------------|
| | | | 1 | | | | | | | | | |

| | | | | | | | | | | | | |
|-----------------------------|---------|---|---|------------|----------|----------|----------|---|------|-------|------|--|
| Deputy Probation Officer II | I.A. | 1 | 1 | 07/23/08 | 08/08/09 | 08/08/09 | 04/08/09 | E | 398 | Over | 1.11 | |
| Deputy Probation Officer II | Medical | | | 03/03/06 | P&S | P&S | | E | 1258 | Over | 3.49 | |
| Deputy Probation Officer II | Medical | 1 | | 03/24/09 | 08/26/09 | 08/26/09 | 04/16/09 | D | 157 | Under | 0.44 | |
| Deputy Probation Officer II | Medical | 1 | | 03/28/08 | 09/30/09 | 09/30/09 | | D | 513 | Over | 1.43 | |
| Deputy Probation Officer II | Medical | 1 | | 01/16/09 | 09/18/09 | 09/18/09 | | A | 225 | Over | 0.63 | |
| Deputy Probation Officer II | I.A. | | | 1 05/14/08 | 08/31/09 | 08/31/09 | 08/31/09 | D | 467 | Over | 1.30 | |
| Deputy Probation Officer II | I.A. | | | 1 05/14/09 | 09/15/09 | 09/15/09 | | E | 107 | Under | 0.30 | |
| Deputy Probation Officer II | Medical | 1 | | 06/20/09 | 08/21/09 | 08/21/09 | | D | 71 | Under | 0.20 | |
| Deputy Probation Officer II | Medical | 1 | | 01/16/09 | 01/16/09 | 01/16/09 | | D | 225 | Over | 0.63 | |
| Supvg. Deputy Probation | Medical | 1 | | 01/11/09 | 09/23/09 | 09/23/09 | | E | 0 | | 0.00 | |
| Intermediate Typist Clerk | Medical | 1 | | 04/28/08 | 08/25/09 | 08/25/09 | | E | 483 | Over | 1.34 | |
| Deputy Probation Officer II | Medical | 1 | | 08/06/09 | 09/01/09 | 09/01/09 | 08/26/09 | D | 25 | Under | 0.07 | |
| Intermediate Typist Clerk | Medical | 1 | | 11/30/06 | 09/01/09 | 09/01/09 | | E | 990 | Over | 2.75 | |
| Deputy Probation Officer II | Medical | 1 | | 05/19/09 | 01/14/10 | 01/14/10 | | D | 102 | Under | 0.28 | |
| Management Secretary III | Medical | 1 | | 02/27/08 | 07/31/09 | 07/31/09 | | D | 544 | Over | 1.51 | |
| Deputy Probation Officer I | Medical | 1 | | 05/30/09 | 12/31/09 | 12/31/09 | | D | 90 | Under | 0.25 | |
| Deputy Probation Officer I | Medical | 1 | | 12/08/08 | 10/01/09 | 10/02/09 | | D | 263 | Over | 0.73 | |
| Deputy Probation Officer I | I.A. | | | 1 01/03/08 | 07/23/09 | 07/23/09 | 02/24/09 | D | 598 | Over | 1.66 | |
| Deputy Probation Officer II | Medical | 1 | | 08/03/09 | 09/07/09 | 09/07/09 | | E | 28 | Under | 0.08 | |
| Supervising DPO | I.A. | | | 1 07/21/09 | 09/27/09 | 09/27/09 | | D | 40 | Under | 0.11 | |


15 5

| | | | | | | | | |
|------|---|----------|----------|----------|---|-----|-------|------|
| I.A. | 1 | 07/01/09 | 09/06/09 | 09/06/09 | D | 60 | Under | 0.17 |
| I.A. | 1 | 06/23/08 | 07/11/09 | 07/11/09 | E | 428 | Over | 1.19 |

ATTACHMENT VI


|  | | | | | | | | | | | | | | | | |
|--|-----------|---------|---|-----------------|--|--|---|------------------|-------------------------|--------------------|-----------------|-----------------|---------------|------------------------------|----------------|------|
| Employee Job Title | | | | Leave Type/Code | | | | Leave Start Date | Expiration Of Med Cert. | Estimated RTW Date | Actual RTW Date | Retirement Plan | Days on Leave | Under/Over 6 months/180 days | Years on Leave | |
| Custodian | Medical | | 1 | | | | | 04/22/08 | 09/09/09 | 09/09/09 | | E | 489 | Over | 1.36 | |
| | I.A. | | | | | | | 1 06/30/08 | 09/01/09 | 09/01/09 | | E | 420 | Over | 1.17 | |
| | I.A. | | | | | | | 1 03/02/07 | 08/26/09 | 08/26/09 | | D | 899 | Over | 2.50 | |
| | | | 1 | | | | | 4 | | | | | | | | |
| Custodian Procurement Aid Supervising DPO Custodian Senior Cook Senior Cook Senior Cook Custodian Custodian Senior Cook Crew Instructor Custodian Cook | I.A. | | | | | | | 1 12/13/05 | P&S | P&S | | D | 1338 | Over | 3.72 | |
| | I.A. | | | | | | | 1 06/03/09 | 09/17/09 | 09/17/09 | | E | 88 | Under | 0.24 | |
| | I.A. | | | | | | | 1 08/13/09 | 09/03/09 | 09/03/09 | | E | 18 | Under | 0.05 | |
| | I.A. | | | | | | | 1 08/06/09 | 08/27/09 | 08/27/09 | | D | 25 | Under | 0.07 | |
| | Medical | | 1 | | | | | 09/06/03 | 07/15/09 | 07/15/09 | | D | 2155 | Over | 5.99 | |
| | I.A. | | | | | | | 1 07/25/06 | 09/29/09 | 09/29/09 | | E | 1116 | Over | 3.10 | |
| | I.A. | | | | | | | 1 07/21/09 | 09/17/09 | 09/17/09 | | D | 40 | Under | 0.11 | |
| | I.A. | | | | | | | 1 05/05/08 | 09/28/09 | 09/28/09 | | D | 476 | Over | 1.32 | |
| | I.A. | | | | | | | 1 02/03/09 | 09/30/09 | 09/30/09 | | D | 208 | Over | 0.58 | |
| | I.A. | | | | | | | 1 08/03/08 | 09/17/09 | 09/17/09 | | D | 388 | Over | 1.08 | |
| | I.A. | | | | | | | 1 11/16/05 | 08/28/09 | 08/28/09 | | D | 1365 | Over | 3.79 | |
| | Medical | | 1 | | | | | 11/02/08 | 12/01/09 | 12/01/09 | | E | 299 | Over | 0.83 | |
| | | | 2 | | | | | 10 | | | | | | | | |
| | Custodian | I.A. | | | | | | | 1 12/30/08 | 09/28/09 | 09/28/09 | | D | 240 | Over | 0.67 |
| | | Medical | | 1 | | | | | 05/30/09 | 05/30/09 | 05/30/09 | | D | 90 | Under | 0.25 |
| Medical | | | 1 | | | | | 10/26/07 | 07/01/09 | 07/01/09 | | E | 665 | Over | 1.85 | |
| I.A. | | | | | | | | 1 08/27/08 | 09/15/09 | 09/15/09 | | D | 364 | Over | 1.01 | |
| Medical | | | 1 | | | | | 08/15/09 | 10/18/09 | 10/18/09 | | D | 16 | Under | 0.04 | |
| I.A. | | | | | | | | 1 08/15/09 | 09/24/09 | 09/24/09 | | D | 16 | Under | 0.04 | |
| | | 3 | | | | | 3 | | | | | | | | | |

ATTACHMENT VI

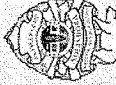
|  | | Leave Type/Code | | Leave Start Date | | Expiration Of Med Cert. | | Estimated RTW Date | | Actual RTW Date | | Retirement Plan | | Days on Leave | | Under/Over 6 months/180 days | | Years on Leave | |
|--|--|-----------------|--|------------------|--|-------------------------|--|--------------------|--|-----------------|--|-----------------|--|---------------|--|------------------------------|--|----------------|--|
|--|--|-----------------|--|------------------|--|-------------------------|--|--------------------|--|-----------------|--|-----------------|--|---------------|--|------------------------------|--|----------------|--|

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|-----------------------------|----------|---|--|------------|----------|----------|---|------|-------|------|--|--|--|--|--|--|--|--|--|
| Deputy Probation Officer I | Military | | | 12/19/08 | 12/19/09 | 12/19/09 | D | 252 | Over | 0.70 | | | | | | | | | |
| Deputy Probation Officer II | I.A. | | | 1 06/18/08 | 09/20/09 | 09/20/09 | D | 433 | Over | 1.20 | | | | | | | | | |
| Deputy Probation Officer II | I.A. | | | 1 09/11/08 | 09/15/09 | 09/15/09 | D | 350 | Over | 0.97 | | | | | | | | | |
| Group Supervisor Night | Medical | 1 | | 01/01/03 | 04/20/09 | 04/20/09 | D | 2400 | Over | 6.67 | | | | | | | | | |
| Deputy Probation Officer I | Medical | 1 | | 05/12/09 | 09/30/09 | 09/30/09 | A | 109 | Under | 0.30 | | | | | | | | | |
| Deputy Probation Officer II | I.A. | | | 1 06/26/08 | 09/25/09 | 09/25/09 | D | 425 | Over | 1.18 | | | | | | | | | |
| Deputy Probation Officer II | I.A. | | | 1 04/25/09 | 10/05/09 | 10/05/09 | D | 126 | Under | 0.35 | | | | | | | | | |
| Deputy Probation Officer I | Medical | 1 | | 07/12/09 | 11/30/09 | 07/31/09 | D | 49 | Under | 0.14 | | | | | | | | | |
| Deputy Probation Officer II | I.A. | | | 1 05/04/09 | 09/03/09 | 09/03/09 | D | 117 | Under | 0.33 | | | | | | | | | |
| Group Supervisor Night | Medical | 1 | | 03/13/06 | 10/04/09 | 10/04/09 | D | 1248 | Over | 3.47 | | | | | | | | | |
| Deputy Probation Officer I | Medical | 1 | | 08/01/08 | 09/17/09 | 04/13/09 | D | 390 | Over | 1.08 | | | | | | | | | |
| Deputy Probation Officer I | I.A. | | | 1 11/13/03 | P&S | 11/17/08 | D | 2088 | Over | 5.80 | | | | | | | | | |
| Deputy Probation Officer I | Medical | 1 | | 06/13/09 | 11/30/09 | 11/30/09 | D | 78 | Under | 0.22 | | | | | | | | | |
| Deputy Probation Officer II | I.A. | | | 1 06/30/09 | 10/1/09 | 10/01/09 | D | 60 | Under | 0.17 | | | | | | | | | |
| Deputy Probation Officer II | I.A. | | | 1 | 08/07/09 | 08/07/09 | D | 0 | | 0.00 | | | | | | | | | |
| Group Supervisor Night | I.A. | | | 1 09/20/08 | 12/02/09 | 12/02/09 | D | 341 | Over | 0.95 | | | | | | | | | |
| Deputy Probation Officer I | I.A. | | | 1 05/30/09 | 09/04/09 | 09/04/09 | D | 90 | Under | 0.25 | | | | | | | | | |
| Transcriber Typist | I.A. | | | 1 03/21/01 | 08/27/09 | 08/27/09 | D | 3040 | Over | 8.44 | | | | | | | | | |
| Deputy Probation Officer II | I.A. | | | 1 02/06/09 | 09/29/09 | 09/29/09 | D | 205 | Over | 0.57 | | | | | | | | | |
| Deputy Probation Officer I | I.A. | | | 1 03/26/08 | 08/19/09 | 08/19/09 | D | 515 | Over | 1.43 | | | | | | | | | |
| Deputy Probation Officer I | I.A. | | | 1 02/25/09 | 10/28/09 | 10/28/09 | D | 186 | Over | 0.52 | | | | | | | | | |
| Intermediate Typist Clerk | I.A. | | | 1 06/21/07 | 09/20/09 | 09/20/09 | D | 790 | Over | 2.19 | | | | | | | | | |
| Deputy Probation Officer II | I.A. | | | 1 06/29/08 | 09/11/09 | 09/11/09 | D | 422 | Over | 1.17 | | | | | | | | | |


ATTACHMENT VI

|  | | Employee Job Title | Leave Type/Code | | | Leave Start Date | Expiration Of Med Cert. | Estimated RTW Date | Actual RTW Date | Retirement Plan | Days on Leave | Under/Over 6 months/180 days | Years on Leave |
|--|---------|--------------------|-----------------|--|--|------------------|-------------------------|--------------------|-----------------|-----------------|---------------|------------------------------|----------------|
| Deputy Probation Officer I | I.A. | | | | | 1 06/26/09 | 09/30/09 | 09/30/09 | 09/03/09 | E | 65 | Under | 0.18 |
| Deputy Probation Officer II | I.A. | | | | | 1 04/05/09 | 09/23/09 | 09/23/09 | | E | 146 | Under | 0.41 |
| Deputy Probation Officer I | Medical | 1 | | | | 09/21/08 | 09/10/09 | 09/10/09 | | D | 340 | Over | 0.94 |
| Deputy Probation Officer I | I.A. | | | | | 1 06/01/09 | 09/21/09 | 09/21/09 | | D | 90 | Under | 0.25 |
| Group Supervisor Night | I.A. | | | | | 1 06/25/08 | 10/31/09 | 10/31/09 | | D | 426 | Over | 1.18 |
| Deputy Probation Officer I | I.A. | | | | | 1 02/06/09 | 09/28/09 | 08/03/09 | 08/03/09 | D | 205 | Over | 0.57 |
| Group Supervisor Night | Medical | 1 | | | | 07/21/09 | 09/07/09 | 09/07/09 | | D | 40 | Under | 0.11 |
| Deputy Probation Officer II | Medical | 1 | | | | 04/11/09 | 09/10/09 | 09/10/09 | | D | 140 | Under | 0.39 |
| Deputy Probation Officer I | I.A. | | | | | 1 02/27/09 | 09/20/09 | 09/20/09 | | D | 184 | Over | 0.51 |
| Deputy Probation Officer II | Medical | 1 | | | | 09/19/08 | 11/01/09 | 11/01/09 | | E | 342 | Over | 0.95 |
| Deputy Probation Officer I | I.A. | | | | | 1 10/26/08 | 09/09/09 | 09/09/09 | 09/03/09 | D | 305 | Over | 0.85 |
| Deputy Probation Officer II | Medical | 1 | | | | 01/16/07 | 10/01/09 | 10/01/09 | | E | 945 | Over | 2.63 |
| Deputy Probation Officer II | I.A. | | | | | 1 01/24/08 | P&S | P&S | | D | 577 | Over | 1.60 |
| Deputy Probation Officer I | I.A. | | | | | 1 11/07/08 | 08/25/09 | 08/25/09 | | D | 294 | Over | 0.82 |
| Deputy Probation Officer II | I.A. | | | | | 1 06/05/08 | 07/15/09 | 07/15/09 | 06/08/09 | D | 446 | Over | 1.24 |
| Deputy Probation Officer I | I.A. | | | | | 1 08/19/07 | 09/17/09 | 09/17/09 | | D | 732 | Over | 2.03 |
| Deputy Probation Officer I | I.A. | | | | | 1 07/30/09 | 09/04/09 | 09/04/09 | 08/20/09 | D | 30 | Under | 0.08 |
| Deputy Probation Officer I | I.A. | | | | | 1 06/25/03 | 10/01/09 | 10/01/09 | | D | 2226 | Over | 6.18 |
| Deputy Probation Officer II | I.A. | | | | | 1 07/12/08 | 07/07/09 | 07/07/09 | | D | 409 | Over | 1.14 |
| Supvg. Deputy Probation | I.A. | | | | | 1 03/03/09 | 07/02/09 | 07/02/09 | | D | 178 | Over | 0.49 |
| Deputy Probation Officer I | Medical | 1 | | | | 08/18/08 | 07/22/09 | 07/22/09 | 02/04/09 | D | 373 | Over | 1.04 |
| Deputy Probation Officer I | I.A. | | | | | 1 06/18/07 | 10/01/09 | 10/01/09 | | D | 793 | Over | 2.20 |
| Deputy Probation Officer I | I.A. | | | | | 1 06/19/09 | | | | D | 72 | Under | 0.20 |
| Deputy Probation Officer I | I.A. | | | | | 1 07/09/08 | 07/14/09 | 07/14/09 | | D | 412 | Over | 1.14 |
| Deputy Probation Officer II | I.A. | | | | | 1 12/06/06 | 07/22/09 | 07/22/09 | | D | 985 | Over | 2.74 |
| Deputy Probation Officer I | Medical | 1 | | | | 05/30/09 | 08/23/09 | 08/23/09 | | D | 90 | Under | 0.25 |


ATTACHMENT VI

|  | | Employee Job Title | Leave Type/Code | | Leave Start Date | Expiration Of Med Cert. | Estimated RTW Date | Actual RTW Date | Retirement Plan | Days on Leave | Under/Over 6 months/180 days | Years on Leave |
|--|---------|--------------------|-----------------|---|------------------|-------------------------|--------------------|-----------------|-----------------|---------------|------------------------------|----------------|
| Deputy Probation Officer I | I.A. | | | | 1 05/15/09 | 07/02/09 | 07/02/09 | 06/22/09 | D | 106 | Under | 0.29 |
| Deputy Probation Officer II | I.A. | | | | 1 01/09/09 | 10/20/09 | 10/21/09 | | E | 232 | Over | 0.64 |
| Deputy Probation Officer I | I.A. | | | | 1 02/06/09 | 10/12/09 | 10/12/09 | | D | 205 | Over | 0.57 |
| Deputy Probation Officer I | I.A. | | | | 1 08/28/09 | 11/01/09 | | | D | 3 | Under | 0.01 |
| Group Supervisor Night | Medical | | | 1 | 03/22/07 | 12/31/09 | 12/31/09 | | D | 879 | Over | 2.44 |
| Deputy Probation Officer I | Medical | | | 1 | 10/01/08 | 07/24/09 | 07/24/09 | 11/07/08 | D | 330 | Over | 0.92 |
| Deputy Probation Officer I | I.A. | | | | 1 07/03/09 | 08/31/09 | 08/31/09 | 07/15/09 | D | 58 | Under | 0.16 |
| Senior Detention Services Offic. Medical | Medical | | | 1 | 03/28/09 | 10/15/09 | 10/15/09 | | E | 153 | Under | 0.43 |
| Deputy Probation Officer II | Medical | | | 1 | 9/18/09 | | 10/16/09 | | D | -17 | Under | 0.00 |
| Deputy Probation Officer I | I.A. | | | | 1 12/18/08 | 11/17/09 | 11/17/09 | | D | 253 | Over | 0.70 |
| Deputy Probation Officer I | I.A. | | | | 1 12/21/07 | 02/19/09 | 02/19/09 | 04/16/09 | D | 610 | Over | 1.69 |
| Probation Director I | I.A. | | | | 1 02/04/09 | 10/1/09 | 10/1/09 | | E | 207 | Over | 0.58 |
| Deputy Probation Officer I | I.A. | | | | 1 01/07/09 | 10/20/09 | 10/20/09 | | E | 234 | Over | 0.65 |
| Group Supervisor Night | I.A. | | | | 1 10/16/08 | 09/10/09 | 09/10/09 | | D | 315 | Over | 0.88 |
| Deputy Probation Officer I | Medical | | | 1 | 12/30/08 | 09/17/09 | 09/17/09 | 01/21/09 | D | 240 | Over | 0.67 |
| Deputy Probation Officer I | I.A. | | | | 1 01/21/00 | P&S | P&S | | E | 3460 | Over | 9.61 |
| Deputy Probation Officer I | I.A. | | | | 1 03/12/07 | 07/30/09 | 07/30/09 | | D | 889 | Over | 2.47 |
| Deputy Probation Officer II | I.A. | | | | 1 09/08/07 | 09/08/09 | 09/08/09 | | D | 713 | Over | 1.98 |
| Deputy Probation Officer I | I.A. | | | | 1 12/29/08 | 09/15/09 | 09/15/09 | | D | 242 | Over | 0.67 |
| Deputy Probation Officer I | Medical | | | 1 | 03/15/09 | 10/10/09 | 10/10/09 | 04/21/09 | D | 166 | Under | 0.46 |
| Deputy Probation Officer II | I.A. | | | | 1 06/01/09 | 07/14/09 | 07/14/09 | 07/25/09 | E | 90 | Under | 0.25 |
| Deputy Probation Officer I | I.A. | | | | 1 06/17/05 | 09/04/07 | P&S | | D | 1514 | Over | 4.21 |
| Intermediate Typist Clerk | Medical | | | 1 | 03/15/07 | 09/15/09 | 09/15/09 | | E | 886 | Over | 2.46 |
| Deputy Probation Officer I | I.A. | | | | 1 07/09/09 | 09/23/09 | 09/23/09 | | D | 52 | Under | 0.14 |
| Deputy Probation Officer I | Medical | | | 1 | 07/10/09 | 10/10/09 | 10/10/09 | 08/10/09 | D | 51 | Under | 0.14 |
| Deputy Probation Officer I | I.A. | | | | 1 04/22/09 | 05/21/09 | 05/21/09 | 04/24/09 | | 129 | Under | 0.36 |

ATTACHMENT VI


|  | | Employee Job Title | Leave Type/Code | | | Leave Start Date | Expiration Of Med Cert. | Estimated RTW Date | Actual RTW Date | Retirement Plan | Days on Leave | Under/Over 6 months/180 days | Years on Leave |
|--|---------|--------------------|-----------------|--|--|------------------|-------------------------|--------------------|-----------------|-----------------|---------------|------------------------------|----------------|
| Detention Services Officer | I.A. | | | | | 1 03/29/09 | 09/18/09 | 09/18/09 | | D | 152 | Under | 0.42 |
| Deputy Probation Officer I | I.A. | | | | | 1 12/19/06 | 11/09/09 | 11/09/09 | | D | 972 | Over | 2.70 |
| Supervising DPO | I.A. | | | | | 1 08/06/09 | 09/17/09 | 09/17/09 | | D | 25 | Under | 0.07 |
| Deputy Probation Officer I | I.A. | | | | | 1 07/11/07 | 06/17/09 | 06/17/09 | 06/17/09 | D | 770 | Over | 2.14 |
| Deputy Probation Officer II | I.A. | | | | | 1 07/07/09 | 08/24/09 | 08/24/09 | | | 54 | Under | 0.15 |
| Deputy Probation Officer I | I.A. | | | | | 1 04/23/09 | 09/29/09 | 09/29/09 | | D | 128 | Under | 0.36 |
| Deputy Probation Officer I | Medical | | | | | 05/12/09 | 10/12/09 | 10/12/09 | | D | 109 | Under | 0.30 |
| Deputy Probation Officer II | I.A. | | | | | 1 03/03/09 | 09/18/09 | 09/18/09 | | D | 178 | Over | 0.49 |
| Group Supervisor Night | I.A. | | | | | 1 01/11/07 | 4/07/09 | 04/07/09 | | E | 950 | Over | 2.64 |
| Deputy Probation Officer I | Medical | | | | | 12/12/08 | 03/16/09 | 03/16/09 | | D | 259 | Over | 0.72 |
| Deputy Probation Officer I | I.A. | | | | | 1 05/18/09 | 08/27/09 | 08/27/09 | | D | 103 | Under | 0.29 |
| Deputy Probation Officer I | I.A. | | | | | 1 06/25/09 | 10/08/09 | 10/08/09 | | D | 66 | Under | 0.18 |
| Deputy Probation Officer II | I.A. | | | | | 1 04/10/08 | 09/24/09 | 09/24/09 | | D | 501 | Over | 1.39 |
| Supervising DPO | I.A. | | | | | 1 03/03/08 | 10/12/09 | 10/12/09 | | E | 538 | Over | 1.49 |
| Deputy Probation Officer I | I.A. | | | | | 1 11/14/07 | 07/01/09 | 07/01/09 | 04/03/09 | D | 647 | Over | 1.80 |
| Deputy Probation Officer I | I.A. | | | | | 1 2/06/09 | 10/12/09 | 10/12/09 | | D | 205 | Over | 0.57 |
| Deputy Probation Officer I | I.A. | | | | | 1 05/13/09 | 09/21/09 | 09/21/09 | | D | 108 | Under | 0.30 |
| Group Supervisor Night | I.A. | | | | | 1 11/08/07 | 09/30/09 | 09/30/09 | | D | 653 | Over | 1.81 |
| Deputy Probation Officer I | I.A. | | | | | 1 08/01/09 | 09/30/09 | 09/30/09 | | E | 30 | Under | 0.08 |
| Deputy Probation Officer I | I.A. | | | | | 1 02/06/09 | 12/07/09 | 12/07/09 | | D | 205 | Over | 0.57 |
| Head Cook | Medical | | | | | 04/16/09 | 04/16/09 | 04/16/09 | | D | 135 | Under | 0.38 |
| Deputy Probation Officer I | I.A. | | | | | 1 10/04/08 | 09/14/09 | 09/14/09 | | D | 327 | Over | 0.91 |
| Deputy Probation Officer II | I.A. | | | | | 1 04/19/09 | 09/25/09 | 09/25/09 | | D | 132 | Under | 0.37 |
| Group Supervisor Night | I.A. | | | | | 1 07/19/00 | P&S | P&S | | D | 3282 | Over | 9.12 |
| Deputy Probation Officer I | I.A. | | | | | 1 06/19/09 | 09/16/09 | 09/16/09 | | D | 72 | Under | 0.20 |
| Deputy Probation Officer I | Medical | | | | | 06/12/09 | 09/14/09 | 09/14/09 | | D | 79 | Under | 0.22 |

ATTACHMENT VI

|  | | Employee Job Title | Leave Type/Code | | | Leave Start Date | Expiration Of Med Cert. | Estimated RTW Date | Actual RTW Date | Retirement Plan | Days on Leave | Under/Over 6 months/180 days | Years on Leave |
|--|----------------------|--------------------|-----------------|----------|----------|------------------|-------------------------|--------------------|-----------------|-----------------|---------------|------------------------------|----------------|
| Deputy | Probation Officer II | I.A. | 1 | 08/23/08 | 07/27/09 | 07/27/09 | 04/23/09 | E | 368 | Over | 1.02 | | |
| Deputy | Probation Officer II | I.A. | 1 | 01/08/08 | 06/01/09 | 06/01/09 | 02/20/09 | E | 593 | Over | 1.65 | | |
| Deputy | Probation Officer II | I.A. | 1 | 06/25/09 | 09/18/09 | 09/18/09 | | E | 66 | Under | 0.18 | | |
| Deputy | Probation Officer I | I.A. | 1 | 11/21/07 | 11/28/09 | 11/28/09 | | D | 640 | Over | 1.78 | | |
| Deputy | Probation Officer I | Medical | 1 | 07/22/09 | 08/22/09 | 08/22/09 | 08/05/09 | D | 39 | Under | 0.11 | | |
| Deputy | Probation Officer I | I.A. | | 12/02/08 | 08/26/09 | 08/26/09 | 02/04/09 | D | 269 | Over | 0.75 | | |
| Deputy | Probation Officer I | I.A. | | 02/25/08 | P&S | P&S | 10/31/08 | D | 546 | Over | 1.52 | | |
| Deputy | Probation Officer I | I.A. | | 01/07/04 | P&S | P&S | | D | 2034 | Over | 5.65 | | |
| Deputy | Probation Officer I | I.A. | | 09/06/05 | 09/10/09 | 09/10/09 | | D | 1435 | Over | 3.99 | | |
| Deputy | Probation Officer I | Medical | 1 | 04/27/09 | 10/11/09 | 10/11/09 | 08/03/09 | D | 124 | Under | 0.34 | | |
| Deputy | Probation Officer II | I.A. | | 11/23/08 | 08/12/09 | 08/12/09 | | D | 278 | Over | 0.77 | | |
| Deputy | Probation Officer I | I.A. | 1 | 01/28/09 | 09/21/09 | 09/21/09 | | D | 213 | Over | 0.59 | | |
| Deputy | Probation Officer I | Medical | 1 | 03/15/09 | P&S | P&S | | E | 166 | Under | 0.46 | | |
| Deputy | Probation Officer I | Medical | 1 | 12/10/07 | P&S | P&S | 08/20/09 | D | 621 | Over | 1.73 | | |
| Deputy | Probation Officer II | I.A. | | 02/08/09 | 05/31/09 | 05/31/09 | | D | 203 | Over | 0.56 | | |
| Deputy | Probation Officer I | I.A. | | 05/26/08 | P&S | P&S | | D | 455 | Over | 1.26 | | |
| Deputy | Probation Officer II | I.A. | | 04/21/08 | 08/20/09 | 08/20/09 | 03/04/09 | D | 490 | Over | 1.36 | | |
| Deputy | Probation Officer II | I.A. | | 02/05/09 | 09/22/09 | 09/22/09 | | D | 206 | Over | 0.57 | | |
| Supervising | DPO | I.A. | | 02/12/08 | 09/30/09 | 09/30/09 | | A | 559 | Over | 1.55 | | |
| Deputy | Probation Officer II | I.A. | | 04/12/06 | 08/28/09 | 08/28/09 | 07/20/09 | D | 1219 | Over | 3.39 | | |
| Deputy | Probation Officer II | Medical | 1 | 02/24/07 | 08/01/09 | 08/01/09 | | E | 907 | Over | 2.52 | | |
| Group Supervisor | Night | I.A. | | 01/04/09 | 07/15/09 | 07/15/09 | | D | 237 | Over | 0.66 | | |
| Group Supervisor | Night | I.A. | | 06/24/09 | 09/09/09 | 09/09/09 | | D | 67 | Under | 0.19 | | |
| | | | 30 | | | 93 | | | | | | | |

Medical I.A.

ATTACHMENT VI

|  Employee Job Title | Leave Type/Code | | | Leave Start Date | Expiration Of Med Cert. | Estimated RTW Date | Actual RTW Date | Retirement Plan | Days on Leave | Under/Over 6 months/180 days | Years on Leave |
|--|--------------------|-------|----------|---------------------|----------------------------|-----------------------|--------------------|--------------------|------------------|------------------------------------|-------------------|
| | | Total | Military | | | | | | | | |
| | | 137 | 5 | | | | | | | | |
| | | 303 | | | | | | | | | |